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ABSTRACT

Major activities of the California Commission on the Status of Women during 1974-75 are described, and summaries are presented which characterize the status of women in California in areas of social, political, and economic life. Established by the state legislature in 1965, the Commission has among its goals the study of changing roles and responsibilities of women, elimination of inequities in law, operation as an information center for government and the public, and provision of technical and consultive advice to groups working toward women's equity. During 1974-75, the Commission conducted public awareness activities, developed publications, and supported legislative changes for women in areas of legal equity, credit, government participation, insurance, child care, education, counseling, employment, and the media. Seven chapters explore these areas in detail, giving statistical information and explanations of women's changing status. Each chapter reviews recent legislation which promotes equity for women. Also presented are lists of resources and some Commission publications on the topics covered. Appendices identify California city, county, and community commissions on the status of women; regulatory agencies; member groups of the California Coalition for the Equal Rights Amendment; and resource organizations concerned with women's equity. (AV)

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Report of the California Commission on the Status of Women

California Women

EDMUND G. BROWN JR.
Governor

December 31, 1975

SP 010 981

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EDMUND G. BROWN JR., *Governor*

COMMISSION ON THE STATUS OF WOMEN

926 J Street, Room 1003 Sacramento, California 95814 Tel. (916) 445-3173

December 31, 1975

MEMO TO: HONORABLE EDMUND G. BROWN, JR.
Governor of California

HONORABLE MERVYN DYMALLY
President of the Senate, and
MEMBERS OF THE SENATE

HONORABLE LEO T. MC CARTHY
Speaker of the Assembly, and
MEMBERS OF THE ASSEMBLY

FROM: Anita Miller, Chairperson
Commission on the Status of Women

During the last two years, California has moved into an acknowledged position as a national leader in attaining equal rights for women. While it is true that no utopia exists within the United States in terms of women's rights, California is recognized as setting a pace which other states have yet to match.

Since California's ratification of the Equal Rights Amendment in 1972, an impressive list of bills which moved toward bringing the State into conformance with the principal of legal equality has been introduced, passed, and signed into law.

The elected government of California has recognized the rapid increase of interest in equality, and has responded with legislation remarkable not only for its quantity but for its significance. Women, both as individuals and as members of organizations, have given outstanding support to legislation for legal equality.

The California Commission on the Status of Women is proud of the role it has played in bringing California closer to the goal of equality for all its citizens. The Commission has worked with the Legislature, the Governor, a wide range of state departments and agencies, and countless women throughout California to provide the many services outlined in its mandate. This report presents the Commission's major activities during the past two years, a listing of landmark legislation in women's rights, and an assessment of the work yet to be done.

The California Commission on the Status of Women congratulates the Governor and the members of the Legislature for their recognition of the importance of legal equality for women and men. Conformance is not yet complete; implementation remains a central problem. As we work for solutions, we ask for your continued cooperation and support.

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1975

California Women's Year

WHEREAS, The State of California recognizes the proclamation by the General Assembly of the United Nations which proclaims the year 1975 as International Women's Year; and

WHEREAS, Ten years have passed since the establishment of the California Commission on the Status of Women; and

WHEREAS, The State of California recognizes the contribution made by all local commissions on the status of women as well as other organizations working for the elimination of inequities in laws, practices, and conditions which particularly affect women; and

WHEREAS, The State of California recognizes the important contribution made by the women of California to the social, political, economic, and cultural lives of all Californians; and

WHEREAS, The Legislature of the State of California has ratified the Equal Rights Amendment to the Federal Constitution and recognizes the necessity to implement the principle of equality of men and women; and

WHEREAS, The State of California leads the nation in the struggle for human rights and social justice; now, therefore, be it

RESOLVED by the Assembly of the State of California, the Senate thereof concurring, that the Legislature of the State of California proclaims the year 1975 as California Women's Year; and be it further

RESOLVED, That the Legislature of the State of California continue its support and commitment to the principle of equality under the law and encourage other state legislatures to ratify the Equal Rights Amendment promptly; and be it further

RESOLVED, That the Legislature of the State of California continue its support and encouragement of the California Commission on the Status of Women in its work on behalf of the women of California, to enable their full participation in society; and be it further

RESOLVED, That the Chief Clerk of the Assembly transmit copies of this resolution to those states which have not yet ratified the Equal Rights Amendment, to the Commission on the Status of Women, and to the Governor of the State of California.

THE CALIFORNIA COMMISSION ON THE STATUS OF WOMEN

The California Commission on the Status of Women was established by the Legislature in 1965, and is mandated to

- work for the elimination of inequities in laws, practices and conditions which particularly affect women
- study the changing roles and responsibilities of women, and the impact of these changes on people, on institutions, and on society
- promote means by which women will be enabled to contribute more fully to society, and participate more fully in it
- act as an information center for government and for the public on the status of women and on women's educational, employment and other related needs
- give technical and consultive advice to government and to other public and private entities working to develop programs to meet the special needs of women
- report its findings and recommendations to the Legislature

Legislative Liaison

The Commission maintains a liaison with the Legislature on the legislative needs of women throughout the state. The Commission's legislative activity takes a number of forms:

- working with the Legislature in preparing needed legislation
- analyzing bills
- establishing positions on bills related to Commission projects and concerns
- providing informational testimony before legislative committees
- making information on legislative developments available to women's groups and other organizations which share the Commission's areas of interest

Information Center

The Commission has developed and continually adds to an information center on the needs and activities of women in the state. The information is made available to

- all agencies of government
- private enterprise
- voluntary and professional organizations
- individuals

This service is provided for all those active in improving life for California women.

Technical and Consulting Assistance

The Commission provides technical and consultive assistance to a wide range of governmental, public, and private entities on projects which work toward the primary Commission goals of

- promoting ways in which women can maximize their participation in society
- eliminating laws, practices, or conditions which impose special inequities on women

Commissioners

There are 17 members of the Commission on the Status of Women:

- 6 members of the Legislature
- 9 public members
- 2 statutory members

The Commissioners employ a staff of seven.

MAJOR ACTIVITIES OF THE

CALIFORNIA COMMISSION ON THE STATUS OF WOMEN

1974 - 1975

- Monitored all women's rights bills moving through the California Legislature
- Drafted legislation of importance to women
- Provided bill analyses in response to requests from the Governor's office and legislative offices
- Testified before legislative committees and at legislative hearings; for example, insurance, industrial welfare, credit, rape
- Presented workshops on legislative issues
- Participated in the California Legislative Roundtable, and provided staff support for its operation
- Regularly informed California women about pending legislation, primarily through the Commission on the Status of Women Newsletter
- Wrote and distributed to 9,000 California women a monthly Newsletter providing legislative information and background issues
- Distributed a Spanish-language edition of the monthly Newsletter
- Filled requests for information on legislation, legal rights, employment, education, etc.; average of 90 telephone, mail, and in-person requests per week
- Wrote and distributed a weekly column, "A Woman Ought to Know," to 118 California newspapers
- Prepared fact sheets and basic bibliographies on 15 issue areas
- Prepared information packets for legislators, local commissions and committees on the status of women, women's organizations, etc.

- Made Women of the Year awards to highlight the significant contributions of women to California

- Provided the official California State International Women's Year observance in Los Angeles, June 1975

Legal Equality

- Developed and conducted the Equal Rights Amendment Project, funded by the Rockefeller Foundation, to study the societal impact of conformance of laws to the Equal Rights Amendment

- Prepared and published ERA Conformance: An Analysis of the California State Codes (ERA Project)

- Published A Commentary on the Effects of the Equal Rights Amendment on State Laws and Institutions (ERA Project)

- Developed a Workshop on Legal Rights for Women

- Prepared brochures and fact sheets on legal rights of women

- Provided information on non-implementation of legal equality to Constitutional Rights Division, Attorney General's office

- Served on the Attorney General's Task Force on Women's Rights

- Served on the Advisory Committee, Joint Committee on Legal Equality

Credit

- Collected data on credit problems for women, and made this data available as input in drafting credit legislation

- Prepared a brochure, "You've Gotta Give Her Credit," widely distributed as a public information tool

- Provided data to Attorney General on non-implementation of credit law

Participation in Government

- Assisted in drafting, passage, and implementation of AB 3094, providing for a public registry of openings on boards and commissions

- Prepared and published Major California Boards and Commissions: A Selective Listing
- Established a Talent Bank of California women, for statewide use by appointive powers
- With The National Women's Political Caucus, sponsored two workshops, "See How She Runs" (1974) and "The Spirit of '76" (1975)

California City, County, and Community Commissions on the Status of Women

- Provided technical and consultive assistance to local commissions on the status of women as they formed
- Planned and presented a statewide conference on methods for establishing local commissions on the status of women (San Francisco 1974)
- Developed and presented a two-and-a-half-day statewide conference, funded by an Intergovernmental Personnel Act grant, "Effectiveness Training for California City and County Commissions/Committees on the Status of Women." (Asilomar 1975)
- Prepared and published Effectiveness Training (IPA Project)
- Presented a series of Strategies and Issues Workshops for California's 25 local commissions

Insurance

- Developed, distributed, and collated answers to an insurance experience questionnaire
- Prepared and published Women and Insurance

Child Care

- Held a special Commission meeting on statewide child care issues (March 1975)
- Prepared and published Child Care Issues for California

- Initiated the establishment of the first work-site child care center for state employees, Department of Motor Vehicles, Sacramento

- Participated in the Assembly Symposium on Children and Youth

Education

- Researched, studied, and testified at legislative hearings on affirmative action for women with the University of California system

- Presented testimony on the needs of women to hearings of The California Postsecondary Education Commission

- Presented testimony on the needs of women to hearings of the California Advisory Council on Vocational Education

- Served on the Advisory Committee to Project Advance, an HEW-funded project to work on elimination of sex bias in public education

Counseling

- Received national recognition from the American Personnel and Guidance Association for Counseling California Girls, a packet prepared by the Commission and distributed to 5,000 California counselors

- Participated in the revision of training requirements for California public school counselors

- Participated in the implementation of revised counselor training guidelines by monitoring the 33 California colleges and universities granting counseling credentials

Employment

- Developed a training project to increase the public employment potential of minority women

- Prepared and distributed a packet of information for women on the Comprehensive Employment and Training Act (CETA): how CETA works, how women can participate in CETA programs and on CETA decision-making councils

- Published A Model Women's Component of an Affirmative Action Program for State and Local Government

- In cooperation with the State Personnel Board, researched, wrote and published What's Your Next Move? Mobility Options for Employees of the State of California
- Initiated and facilitated the formation of the Coalition for Women in State Service, a coalition of women's caucuses and task forces in various state departments (23 member caucuses as of December 1975)
- Presented a special public briefing on Women in State Employment, State Capitol, November 1975
- Established an advisory committee to the Commission on Women in State Employment
- Documented the need for revision of employee evaluation and application forms to eliminate sexist language
- Documented the need for obtaining systematic information on the educational attainments of state employees as a tool for affirmative action
- Developed a training program for middle management, "Affirmative Action Is Everybody's Business"
- Compared and analyzed jobs, classifications, and salaries of women and men employed by the Department of Real Estate and the Department of Transportation
- Assisted the State Personnel Board in establishing the position of Women's Program Advisor
- Supplied names of women to serve on Qaulification Appraisal Panels
- Served on the Advisory Committee, California Highway Patrol Women Traffic Officer Project
- Served on planning committee, quarterly forums for training officers, California Civil Service
- Member, Committee on Full Utilization of State Employees (FUSE)
- Sponsored West Coast Business Women's Conference (Los Angeles 1974)
- Provided eight internships with the Commission

Criminal Justice

- Developed and operated the Women in Transition Project, funded by the Office of Criminal Justice Planning, providing rehabilitative services to women inmates of the Sacramento County Jail
- Served on Advisory Committee, Women in Criminal Justice
- With the Women's Justice Forum, sponsored two conferences, "Women and the Justice System" (1974) and "Sugar and Spice - Or 30 Days" (1975)

Media

- Held a special Commission meeting to receive wide-ranging testimony on women in the media
- Prepared a resolution setting forth necessary change in media's relationship to women
- Published Women in the Media, a compilation of testimony, survey reports, etc.
- Established a Media Task Force to work with the Commission on media issues

LEGAL EQUALITY

The principle of equality before the law is basic to every aspect of women's rights. The Equal Rights Amendment to the United States Constitution is the prime embodiment of the principle, and therefore has been a high priority of the Commission on the Status of Women since 1972, when the Amendment was passed by Congress and sent to the states for ratification.

The California Legislature ratified the ERA in November 1972. At the end of 1975, a total of 34 states had ratified; four more are needed for it to become the twenty-seventh amendment to the Constitution.

Controversy has developed around the ERA, with arguments against it ranging from doubts about its necessity to condemnation of it as an instrument for the destruction of our entire social fabric.

The Commission is convinced of the necessity for the ERA; close monitoring of the reality of implementation or non-implementation of piecemeal laws outlawing specific acts of discrimination shows the great need for the strength of a constitutional amendment which states unequivocally: "This is not allowed."

As for fears of its impact on society, it is essential to

note that the ERA mandates legal equality only. It is in no way involved with human relationships, parent-child relationships, or any other aspect of life besides the legal.

The Equal Rights Amendment is brief; the entire text is reproduced here:

- Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

- Section 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

- Section 3. This amendment shall take effect two years after the date of ratification.

The process of conforming California state law to the principle of legal equality is well underway, as much of the information in this report indicates. Revisions of the codes, and new laws which correct inequities in housing, credit, community property, probate, and insurance have been passed by the Legislature and signed into law. The California Commission on the Status of Women has worked closely with the Legislature on many aspects of the conformance process to date.

EQUAL RIGHTS AMENDMENT PROJECT

The basic premises upon which the California Commission on the Status of Women Equal Rights Amendment Project was undertaken were that the Equal Rights Amendment would be ratified; that research needed to be done to determine changes which would be required to bring state laws into conformance with the Amendment; and that the public needed to know the nature of changes that would be made in order to accommodate to those changes.

The disappointing slowdown in the move toward ratification has greatly increased the need for the work being done by the Project if the ultimate objective of equality under the laws is to be realized.

The Project has been developed in the general directions outlined: legal research and analysis of changes in statutes which would have to be made to meet the ERA standard of equality without regard to sex; social research and analysis directed toward understanding of the societal impact of major changes in the law; and dissemination of information to legislators, judges and persons directly concerned with the process of making laws, and to all segments of society whose interests must be served.

I. Legal Research

A. A complete reading of California's statutes has been done. Identification of provisions in the laws which, on their face or in their implementation, are discriminatory on the basis of sex has been made, and a detailed discussion of the legal problems and possible solutions to those problems is completed. Arguments are based on documented legal theory and case analysis.

In view of the fact that actual statutes vary greatly from state to state, the California review was designed to serve as a model for any state approaching a similar review.

B. A Commentary on the Effect of the Equal Rights Amendment on State Laws has been prepared. This Commentary is a detailed listing of all items of law related to the four major areas being addressed by the Project: Family, Education, Employment, and Criminal Justice. In each instance, a statement of the legal problem is followed by possible solutions as well as a bibliography of legal references for each issue. This provides a master list of legal questions and will serve as a guide toward the development of model codes.

C. Several nationally-known legal scholars were commissioned to produce law review articles on specific subjects which require in-depth legal analysis and represent key areas of consideration in implementing legal equality. These papers were presented to workshops at the Sixth Annual Women and the Law Conference held at Stanford University in March 1975. Publication of the articles was made possible by a special issue of the Women's Rights Law Reporter.

II. Societal Impact

A. Documentation of discrimination on the basis of sex which exists in our social and economic life is extensive; public discussion of this issue is, in fact, commonplace. Very little information, however, is directed toward a discussion of the possibilities for change which are related specifically to ERA as a remedy.

As a result of basic research to identify work in progress on the question of the impact of legal equality on society and on individuals; of a meeting of national leaders from several disciplines to discuss implications of the facts of sex discrimination in society and the impact of ERA; and the continual unresolved questions on the subject which evolved in all contacts in carrying out this Project, a number of scholars were commissioned to write articles exploring specific areas of societal impact of ERA. The articles make up a book entitled Impact ERA: Limitations and Possibilities. The book speaks to the reciprocal relationship between law and society, offering valuable insights into social change as a general process.

III. Public Education - Distribution of Information

A. The major goal of the Project--to disseminate information and encourage public discussion of the issues in order to facilitate ultimate implementation of the ERA--is now being addressed vigorously.

1. Publications

a. Copies of the two major legal works have been carefully distributed in order to ensure availability to those in each state who are responsible for conformance of laws to ERA, and to members of the judiciary whose daily interpretations of

the law will be crucial to the ultimate implementation of legal equality.

b. The special issue of the Women's Rights Law Reporter reaches a select audience which is specifically tuned in to the advancement of women's rights.

c. General distribution of the book Impact ERA: Limitations and Possibilities should reach a very diverse audience including professionals in social science fields, women's groups, and the public at large.

d. Distribution of selected articles from all of the publications to magazines and newspapers is being pursued.

e. An ERA Bibliography is being compiled. This will provide a much-needed reference source for future work in this area.

2. Other Print Media

a. A series of brochures, white papers, and newspaper articles are being developed to translate detailed research information into forms suitable for mass distribution. A weekly newspaper column to California newspapers as a pilot effort has been very successful. We estimate 2 million readers receive the newspapers in which the column is printed. The volume of mail in response indicates great interest in the subjects covered. This effort will be extended to other parts of the country.

b. Feature stories in newspapers and magazine supplements will be prepared.

3. Non-print Media

A series of minute and half-minute radio tapes were prepared and distributed to radio stations for use on public service time on a pilot basis. Ed Asner volunteered to do the tapes, and their use has been successful. This effort will be expanded for wider distribution.

4. TV

Preparation of TV spots would be ideal for

dissemination of material, but the cost is beyond the financial capabilities of the Project. We will concentrate on appearances on talk shows, public information-type programs, and developing ways to be newsworthy for coverage on news programs whenever possible.

5. Conferences

a. The Project co-sponsored the National Women and the Law Conference held at Stanford University March 21-23, 1975. Special articles on legal impact were developed by lawyers for presentation to the Conference. Approximately 1500 women in law were participants at the Conference. The unique value of the exchange of ideas about the changing legal status of women among those directly involved in law is obvious.

b. The Project provided segments of programming for the meeting of the National Association of Commissions for Women (formerly Interstate Association of Commissions on the Status of Women) held in Washington, September 1975.

c. Contacts are being made with several major national organizations--legal, governmental, women's--seeking the opportunity to integrate ERA programming into their convention plans.

d. A National Task Force on Conformance of Laws to ERA has been formed. It consists of carefully selected individuals from all 50 states--selected on the basis of commitment to ERA and demonstrated ability to work with legislative process. A series of conferences was held in selected locations throughout the nation, at which members of the Task Force received intensive instruction on implementation of conformance. Conference sites were selected to minimize travel costs for participants and still include representatives from all states.

IV. Final Phase

We will continue to make every effort to find opportunities to create discussions of the societal impact of ERA conformance during the remaining months of the Project. Moreover, through printed materials, we will have provided the means for continuing such discussions into the future.

LEGISLATION

CONFORMANCE

Three measures designed by the Joint Committee on Legal Equality to conform large sections of California law to the principle of the Equal Rights Amendment have been signed into law: Senate Bill 766 (Rains) revises the Code of Civil Procedure. This measure equalizes a number of areas such as allowing either married person to sue or be sued without his or her spouse being joined as a party; if both are sued together each may defend for his or her own right; extends to both parents, rather than only the mother, the right to maintain an action for injury to an illegitimate child, etc.

Senate Bill 1052 (Presley) equalizes probate code sections left untouched by last year's legislation. Most of the changes have to do with the rights of heirs relative to the wills of deceased parents, and which persons may appoint guardians.

Senate Bill 1053 (Presley) equalizes major areas of the Welfare and Institutions Code. Changes in defining parental responsibility for children under six, redefinition of contributions required by adults who reside with AFDC families (rather than adult males), and the addition of sex and marital status to the types of prohibited discrimination in determining eligibility for the food stamp program are included in this new law.

ERA AND WOMEN'S EQUALITY DAY

After ratification of the Equal Rights Amendment by the California Legislature in 1972, a vehicle by which the state codes could be reviewed and brought into conformity with the ERA was sought. With the assistance and support of the Commission, Assembly Concurrent Resolution 33 (Moretti) created the Joint Committee on Legal Equality to search the codes, regulations, and administrative guidelines for anything which does not reflect equality under the law.

August 26 of each year has been proclaimed "Women's Recognition and Equality Day" as the result of Assembly Concurrent Resolution 84 (Dixon). This date is the anniversary of the ratification of the 19th Amendment which extended the right to vote to women. Intent of the measure is to direct attention to the contributions women have made in California and the United States.

DISCRIMINATION

1974

Two important measures relating to discrimination were successfully passed in 1974. Assembly Bill 1774 (Dixon), a bill which had been introduced repeatedly into the Legislature but without success, now prohibits a person licensed under the Business and Professions Code from discriminating while performing his or her licensed duty. Bases for discrimination include race, color, sex, ancestry, or national origin. This law does not apply to membership policies in private clubs, but clubs which are licensees of the Alcohol Beverage Control Act may not discriminate in their guest policies.

Senate Bill 1380 (Petris) amended the Unruh Civil Rights Act to include sexual discrimination among the grounds for recovery under this Act. SB 1380 provides for "full and equal accommodations, advantages, facilities, privileges, or services in all business establishments of every kind whatsoever." Persons found in violation of this statute are liable for actual damages plus two hundred and fifty dollars.

1975

After a number of years of struggle, Senate Bill 844 (Petris) finally prohibits housing discrimination on the basis of marital status or sex under provisions of the Rumford Fair Housing Act. Landlords and owners will not be able to discriminate in the sale or rental of public or private housing accommodations.

CREDIT, COMMUNITY PROPERTY, AND PROBATE

The economic status of women is at the core of most legal rights issues. Landmark legislation in the last few years has finally begun to adjust the inequities suffered by women in the financial aspects of living. While the concept of community property was initially developed to protect women, the system has finally backfired. Equality under the law means that men and women who are married to each other are equal partners in this contractual relationship. It also means that creditors must grant credit on an equal basis to all persons, regardless of sex or marital status.

1973

Landmark legislation affecting the economic status of women commenced with Assembly Bill 312 (Waxman) which was effective January 1, 1974. AB 312 prohibited creditors from denying credit to a woman if her property and income were such that a man with the same property and income would receive credit.

This bill was a first step in eliminating credit discrimination, but did not affect the housewife with no separate property or income of her own.

1974

A long struggle over community property and probate legislation during the 1974 session resulted in the passage of significant new laws. Senate Bill 569 (Dymally) eliminated the provision which stipulated that the husband was the head of household, and sole manager and controller of the community property. SB 569 allocated equal management and control of community property between both spouses, and made each spouse liable for the debts of the other. The practical effect was that the wife could finally enjoin the community property the same way the husband had been able to do all along. Another important aspect of this law entitled homemakers to the use of the community property as the basis for being granted credit.

In conjunction with antiquated community property laws, probate procedures were also examined in light of the changes resulting in the passage of SB 569. Senate Bill 570 (Dymally) equalized the probate law. Formerly, the entire estate was subject to probate when the husband died. Since the manager and controller of the community property was no longer alive, the surviving spouse was subject to the lengthy decision process of the courts. If the wife died, only her half of the community property was subject to probate and the husband continued to manage his half. SB 570 provided for the elimination of probate when the deceased spouse had willed all the community property to the surviving spouse. When the deceased spouse had willed part of his or her half of the community property to a third party, only that portion of the property would be subject to probate.

Additional legislation on the community property issue was signed by the Governor during September 1974. Senate Bills 1601 and 1846 (Song) were passed to clarify the intent of SB 569 and 570, as well as iron out technical problems still existing after passage of the two bills.

Two additional measures should be mentioned here: Senate Bill 397 (Petris) which the Governor signed in June 1974 prohibited securities brokers from requiring the signature of approval by a person's spouse before that person could purchase or sell stock in his or her own name. This bill was passed primarily to eliminate the demand by stock brokers and dealers for the husband's signature before the wife could transact business in her own name. Senate Bill 2163 (Song) required creditors to issue credit cards to married women bearing either the maiden name or married name as she may direct.

1975

Assembly Bill 181 (Berman) is the most significant credit bill ever passed in California. Effective January 1, 1976, the law will require that creditors consider such additional sources of income as child support, spousal support, pensions, and social security when they determine the credit-worthiness of an applicant. Creditors will be prohibited from discriminating against anyone because of sex or marital status, and stiff penalties will be levied on those who do: punitive damages up to $100,000 or one percent of the net worth of the creditor, a $2,500 fine for violation of a court injunction, and the payment of court costs and attorney's fees by the offender in a successful action.

INSURANCE

Increasing concern about fair and equitable insurance coverage for women will undoubtedly precipitate new legislation in future sessions.

1973

A first step in the direction of adequate pregnancy coverage was the signing of Assembly Bill 809 (Deddeh) and Senate Bill 652 (Moscone) which amended the Unemployment Insurance Code to include abnormal pregnancy complications within the definition of disability for purposes of compensation under this law.

1974

Assembly Bill 521 (Egeland) will prohibit disability and health insurance policies which cover maternity to limit, exclude, or reduce protection for involuntary complications resulting therefrom.

SOME RESOURCES ON LEGAL EQUALITY

Since the beginning of the history of the United States, the American woman has sought the right of full citizenship and participation in society. The proposed 27th Amendment to the United States Constitution, the Equal Rights Amendment, when ratified, will be a major step in assuring women of equality of legal rights. As the Amendment goes through the ratification process, individual states have begun to examine their statutes and codes for discriminatory language and practice. Many states have initiated legislative programs to bring their laws into conformance with the Equal Rights Amendment. The publications listed explore and interpret the meaning and significance of the Equal Rights Amendment and legal equality for women. Unless otherwise indicated, publications are available from the sources listed below.

A Commentary on the Effects of the Equal Rights Amendment on State Laws and Institutions prepared for the Equal Rights Amendment Project, California Commission on the Status of Women by Anne K. Bingaman, August 1975. Available in limited supply from the Project office, 926 J Street, Suite 1014, Sacramento, CA 95814. Also available for use at local county and law libraries. The Commentary can be used as a guide for concerned individuals who wish to understand why the Equal Rights Amendment is needed, how it will be interpreted by the courts after it is passed, and its effect on major areas in their own states.

Sex Roles in Law and Society: Cases and Materials by Leo Kanowitz, University of New Mexico Press, Albuquerque, NM, 1973. This publication chronicles new developments in the areas of sex roles and the law as well as providing teaching materials for law school and courses on women and the law, sex roles in law and society, and the law and social change. $8.50.

"The Equal Rights Amendment: A Constitutional Basis for Equal Rights for Women," Barbara A. Brown, Thomas I. Emerson, Gail Falk, and Ann E. Freedman, Yale Law Journal, Volume 80, No. 5, April 1971. These articles explore the constitutional basis for equal rights for women and provide interpretive data relating to the Equal Rights Amendment. One of the most comprehensive analyses of the Equal Rights Amendment.

Sex-Based Discrimination: Text, Cases, and Materials by Kenneth M. Davidson, Ruth B. Ginsburg, and Herma H. Kay, West Publishing Company, St. Paul, MN, 1974, $20.50. A classroom text with court decisions and related materials on sex-based discrimination in laws, with 1975 supplement.

PARTICIPATION IN GOVERNMENT

Participation in the governmental process takes several major forms for all citizens, men and women alike:

- voting
- holding elective office
- holding appointive office

Voting

Women received the franchise in 1920. Since that time, many assessments have been made of their participation in elections. Political scientists have pinpointed variables in women's voting: educational level, sense of civic duty, etc. The determining factor in whether people vote, whether they are male or female, apparently is a stake in the issue up for decision. A vote on bonds to establish playgrounds, for example, draws the interest of children's mothers, and their fathers as well.

Even though going to the polls does not appear to be sex linked, studies continue to be made of male and female voting records. Recent figures from the U. S. Bureau of the Census show that women outvoted men in steadily increasing numbers in the last three presidential elections.

WOMEN ARE OUTVOTING MEN, AT LEAST IN PRESIDENTIAL ELECTIONS. ACCORDING TO FIGURES OBTAINED FROM THE UNITED STATES BUREAU OF THE CENSUS, CURRENT POPULATION REPORTS, ALMOST TWO MILLION MORE WOMEN THAN MEN VOTED IN 1964, ALMOST THREE MILLION IN 1968, AND ALMOST FOUR MILLION IN 1972. THE WOMEN'S PERCENTAGE OF TOTAL VOTE IN THOSE THREE YEARS WAS RESPECTIVELY 51%, 52%, AND 52%.

Elective Office

Although women hold few elective offices, compared to the numbers held by men, there are solid indications of a growing sophistication among women candidates and their supporters. More women are running for elective office every year, and some are being elected.

Last year a new statewide organization was formed, The California Elected Women's Association for Education and Research. Women in California are being elected in slowly increasing numbers to school boards, city councils, and county boards of supervisors; the number of women who are mayors is rising, with national attention paid to Janet Hayes as the mayor of San Jose, the first woman in the country to head a city with a population in excess of half a million.

In California there are few women elected at the state level, however. March Fong Eu, Secretary of State, is the lone female constitutional officer. Teresa Hughes, Leona Egeland, and Pauline Davis serve in the Assembly. There are no women in the California Senate.

"CALIFORNIA WOMEN ARE STILL A LONG WAY FROM PARITY. MANY CALIFORNIA ELECTED WOMEN'S ASSOCIATION MEMBERS ARE ELECTED TO NON-PAYING OFFICE, INCLUDING UNSALARIED SCHOOL BOARDS AND PART-TIME COUNCILS. WOMEN ARE RARITIES IN THE SACRAMENTO LEGISLATURE, FOR INSTANCE, WHERE POLITICIANS EARN A LIVING WAGE AND WRITE LAW FOR THE REST OF US. WOMEN ARE SCARCE WHERE THERE'S MONEY REWARDED TO MATCH SERVICES RENDERED."

ART SEIDENBAUM
LOS ANGELES TIMES

The California congressional delegation includes two women, Yvonne Burke and Shirley Pettis, members of the House of Representatives.

WOMEN IN CONGRESS

California	- Yvonne Burke
	Shirley Pettis
Colorado	- Patricia Schroeder
Hawaii	- Patsy Mink
Illinois	- Cordiss Collins
Kansas	- Martha Keys
Louisiana	- Lindy Boggs
Maryland	- Marjorie Holt
	Gladys Spellman
Massachusetts	- Margaret Heckler
Missouri	- Leona Sullivan
Nebraska	- Virginia Smith
New Jersey	- Millicent Fenwick
	Helen Meyner
New York	- Shirley Chisholm
	Elizabeth Holtzman
	Bella Abzug
Tennessee	- Marilyn Lloyd
Texas	- Barbara Jordan

CALIFORNIA WOMEN JUDGES

Supreme Court	7 Authorized Positions 7 Men No Women
Courts of Appeal	51 Authorized Positions 49 Filled at Present Time (or 2 vacancies) 48 Men 1 Woman
Superior Courts	503 Authorized Positions 481 Filled at Present (or 22 vacancies) 470 Men 11 Women
Municipal Courts	407 Authorized Positions 390 Filled at Present (or 17 vacancies) 371 Men 19 Women

Source: Judicial Council of California, December 4, 1975.

Appointive Positions

The California Commission on the Status of Women has long been concerned that so few women hold decision-making positions in state government, and so few women are appointed to serve on policy-setting boards and commissions. Steps to improve this situation have been long-term priorities for the Commission.

Public Information

During the 1973-74 legislative session the Commission drafted and sponsored Assembly Bill 3094 (Maddy), requiring a public listing of openings on all state boards and commissions. The difficulty in obtaining information on openings was the impetus for this bill, which became law on January 1, 1975.

The new law requires that the Governor prepare a registry of all positions on state boards and commissions, and place a copy in the office of each county clerk, where it may be examined during business hours. These registries became available July 1, 1975. The intent is to provide a greater opportunity for qualified citizens, including women and minorities, to participate in all levels of state government.

As an additional aid to full participation, the Commission prepared and made available to the public Major Boards and Commissions: An Informational Listing.

Talent Bank

Appointive powers frequently contact the Commission on the Status of Women, asking for names and information on women qualified for particular positions. To respond promptly to these requests, and thereby to increase the likelihood of women being given careful consideration for vacancies, the Commission has expanded and improved the talent bank component of its Information Center. Hundreds of resumes have been received in the Commission office, and the data placed on sort cards for swift retrieval. With the system fully operative, it is now possible to locate California women with competencies, skills, and expertise in a multitude of areas, and provide this information quickly to appointive powers.

CALIFORNIA CITY, COUNTY, AND COMMUNITY COMMISSIONS
ON THE STATUS OF WOMEN

County Commissions

Alameda County Commission on the Status of Women
El Dorado County Commission on the Status of Women
Humboldt County Advisory Committee on the Status of Women
Los Angeles County Commission on the Status of Women
Marin County Commission on the Status of Women
Monterey County Commission on the Status of Women
Orange County Commission on the Status of Women
San Bernardino County Commission on the Status of Women
San Diego County Commission on the Status of Women
San Francisco Commission on the Status of Women
San Luis Obispo Commission on the Status of Women
Santa Barbara County Commission on the Status of Women
Santa Clara County Commission on the Status of Women
Santa Cruz County Commission on the Status of Women
Sonoma County Commission on the Status of Women
Tulare County Commission on the Status of Women

City Commissions (or committees)

Concord Status of Women Subcommittee
Los Angeles Human Relations Committee, Status of Women Subcommittee
Los Angeles City Commission on the Status of Women
City of San Diego, Advisory Board on the Status of Women

Community Commissions

Chico Area Commission for Women
Sacramento Community Commission for Women
San Joaquin Community Women's Council
Tehama County Commission on the Status of Women
Placer County Council on the Status of Women

Community Roundtable of Greater Los Angeles

California's Local Commissions on the Status of Women

Nowhere is California's leadership in women's rights more apparent than in the number of cities, counties, and communities which have established commissions on the status of women. At the end of 1975, twenty-five local commissions were at work. This is more than half of all the local commissions in the United States!

The California Commission on the Status of Women has worked with all of these commissions as they have formed, beginning with the Sacramento Community Commission for Women, which in 1968 was the first local commission in the Western United States.

Geographically, commissions now extend from one end of California to the other, from Humboldt County to San Diego. Some are unfunded, but the majority have budget and staff. (Several of the new commissions have allocations in excess of $50,000 annually.)

No two are totally alike; each is in some way unique, and each addresses the unique problems of a particular community. There are issues which are common to most, however: affirmative action, employment, talent banks, and the participation of women in the governmental process.

A sampling of the special projects of local commissions includes Sacramento's Center for Early Detection of Breast Cancer, and its Job Information and Resource Center; San Luis Obispo's recommendations on the county employees' pension plan; Los Angeles' Bicentennial Celebration honoring women of the city involved in outstanding community service projects; Santa Cruz County's Child Care Needs Assessment study.

In addition to working with individual local commissions, the California Commission has presented a number of workshops and training sessions on a statewide basis; more are planned for the months to come, as the number of California's commissions increase, and their tasks grow more complex. The interest in working on women's issues is high in California.

EFFECTIVENESS TRAINING FOR CALIFORNIA CITY AND COUNTY COMMISSIONS/COMMITTEES ON THE STATUS OF WOMEN

The Effectiveness Training Program, developed by the California Commission on the Status of Women under a grant made through the Intergovernmental Personnel Act, was developed in response to numerous requests for personnel training by members of city and county commissions and committees on the status of women throughout California. Such commissions are a recent development resulting from a growing awareness of, and interest in, the needs of women. In January 1973 there were two such commissions in California; in January 1974 there were eight; in June of 1974 there were twelve; at the close of 1975 the number had increased to 25, with more than a dozen others in the formative stage. Members of the public are appointed to serve as commissioners, with the aim of assessing needs of women in the community and developing means of meeting these needs.

Surveys by the California Commission on the Status of Women had repeatedly shown that public members of city and county commissions on the status of women experienced a need for effectiveness training as they worked in a comparatively new field. Commission members had frequently expressed the need for training and upgrading of competency in their work, and asked that the state commission develop a comprehensive program directed towards this end.

In order to serve this purpose it was determined that an intensive program of several days' duration was needed. The grant proposal developed to meet this purpose defined the following expected results:

(1) Improved personnel capabilities for public members of approximately 24 city and county commissions/committees on the status of women in California, through increased effectiveness in defining and implementing programs.

(2) Formation of an ongoing forum for exchange of information, expertise, problems, and solutions among members of local status of women commissions.

(3) Construction and validation of a model training program for public members of commissions on the status of women. Program designed for replication on a statewide basis, or on a local or regional basis, and transportable throughout the United States. The report and model training program were presented at the Conference of the National Association of Commissions on the Status of Women in Washington, D.C. in

September 1975, and sent to every state commission on the status of women.

(4) An additional expectation was for continued self-training through use of written materials developed for the Conference.

In developing specific content for the training program, several assumptions were made based on previous experience with local commissions. Through consultation, surveys, and the statewide one-day meeting held in June 1974, members of local commissions on the status of women had expressed the need for training in these areas: orientation to public service, procedures within local government, responsibilities as part of a governmental structure, basic informational background in subjects with special relevance to women, needs assessment and research techniques, program development, budget planning, and designs for public outreach and participation.

Based on these expressed needs, a checklist was developed for use in interviews. The Assistant Project Director then visited commissioners, staff, and supervisors in many of the counties which at that time had status of women commissions, as well as groups attempting to form local commissions; she also conducted telephone interviews. Results of these interviews and of comments from a preliminary questionnaire regarding probable attendance at the conference indicated the need for programming in three basic areas:

(1) functioning as a unit of local government;
(2) techniques for dealing with issues;
(3) basic maintenance.

Priorities within these areas were those topics covered in the program workshops.

Selection of the conference site was made in the initial six weeks of the eight-month project. Choice was determined by several factors: budget (the grant allowed $50 per participant for rooms and meals for the two and one-half day period), number of participants (estimated at 150 to 300), travel accessibility, number of meeting rooms available, and general suitability of facilities for the type of conference planned. Asilomar Conference Center in Monterey County met all of the criteria; dates were determined by the availability of the facility.

Choices of resource persons were determined with consideration of a number of criteria:

(1) Demonstrated expertise and experience with subject matter to be addressed, as well as known ability to present the material in a meaningful manner.

(2) Whenever possible, speakers known to the California Commission on the Status of Women staff, in terms of their ability to address the selected issues effectively.

(3) Overall program to present a broad spectrum of backgrounds in order to insure that the needs of a wide variety of California women were dealt with.

(4) Presentation of experts other than members of local commissions, in order to provide fresh insight into issues and to insure a training experience rather than a "rap session."

Selection according to the second criterion proved to be especially important. When, because of pressures of time or unavailability of preferred choices we omitted this criterion, it was generally proven necessary; that is, the evaluation questionnaires showed that in the areas where this criterion was not applied, the desired result was not achieved. Thus, our experience suggests that this criterion be carefully utilized.

Staff for development of the entire eight-month project was determined by the grant proposal, which included budget for the Director (one-twelfth of the time of the California Commission on the Status of Women's Executive Director), Assistant Project Director (one-half time), Senior Stenographer (one-half of the time of the California Commission on the Status of Women's Senior Stenographer). In addition, other staff members attended the conference as resource speakers and to assist with various organizational details.

An important element of the project was the professional evaluation. The project budget allowed for employment of a consultant who developed pre-test and post-test and follow-up questionnaires. In addition, she attended the entire conference and wrote the formal evaluation.

The following ratings were made of the total conference:

a. A waste of time - 0
b. An interesting, but not very helpful experience - 3
c. A moderately helpful experience - 16
d. A very helpful experience - 39

FAMILIES AND CHILDREN

An initial index of the well-being of families is often the well-being of marriages. Although an occasional sociologist will surface with a report of a study showing marriage on the rise, California statistics are not reassuring. In 1974, according to the State Registrar of Vital Statistics, 163,640 licenses to marry were issued, and 160,620 dissolution actions were initiated.

Statistics such as these are not unique to California, nor did they first appear in 1974. Other figures have shown for some time the steady increase in the number of families headed by women. Indeed, woman-headed families are increasing at a faster rate than all other kinds of families.

Tables and charts included in this report provide a great deal of information on families of all kinds, their characteristics, their income, the number of children, the working status of the wife, etc. What emerges clearly is the fact that female-headed families have much lower incomes than other kinds of families. The median incomes of families headed by women are roughly half the national median.

HOUSEHOLD CHARACTERISTICS BY INCOME CLASS

(Household Characteristics as of March 1973 Showing 1972 Earnings Unless Otherwise Indicated)

	Total	Under $5,000	$5,000-10,000	$10,000-15,000	$15,000-25,000	$25,000-50,000	$50,000 and over	Mean Income	Income Distribution
Households									
Millions	68.3	17.0	13.2	15.7	13.2	3.8	.5	$11,286	100.0%
Distribution	100.0%	24.9%	26.6%	23.0%	19.3%	5.5%	0.7%		
Average size (number)	3.0	2.1	2.9	3.4	3.7	3.8	3.5	not applicable	
Distribution all persons	100.0%	17.1%	25.6%	25.9%	23.6	6.9%	0.8%		
Income									
Distribution all income	100.0%	5.9%	17.7%	25.0%	31.9%	15.3%	4.2%	not applicable	
Per capita income (dollars)	$3,744	$1,291	$2,587	$3,616	$5,053	$8,270	$19,800		
Employment Status of Wife*									
Wife working	39.9%	18.0%	33.1%	45.3%	54.9%	46.0%	28.4%	13,882	44.9%
Wife not working	60.1	82.0	66.9	54.7	45.1	54.0	71.6	11,307	55.1
Household Type									
Husband-wife	67.2%	32.9%	65.9%	82.2%	88.8%	88.9%	94.3%	13,452	80.1%
Other male heads	10.1	14.3	11.8	8.1	5.8	7.9	2.3	9,506	8.5
Female heads	22.6	52.8	22.4	9.7	5.4	3.3	3.4	5,673	11.3
Color									
White	88.8%	81.4%	87.5%	92.3%	93.8%	96.5%	96.6%	11,725	92.3%
Nonwhite	11.2	18.6	12.5	7.7	6.2	3.5	3.4	7,793	7.7
Presence of Children									
Some under 6	21.1%	13.5%	24.9%	27.9%	20.4%	13.1%	9.0%	11,210	21.0%
All 6-17	23.3	10.9	18.2	27.9	36.2	37.7	29.9	14,418	29.8
No children	55.6	75.6	56.9	44.1	43.4	49.3	61.1	9,995	49.3
Households with children	100.0%	13.7%	25.8%	29.0%	24.6%	6.3%	0.6%	12,891	50.8%
Educational Attainment									
Elementary school or less	24.5%	45.6%	25.9%	15.7%	11.3%	6.2%	7.2%	7,256	15.8%
Some high school	16.1	19.1	14.2	15.8	12.5	7.3	7.0	9,499	13.5
High school graduate	32.6	22.3	35.3	40.1	35.7	26.1	19.0	11,689	33.8
Some College	12.5	8.0	11.9	14.3	16.0	15.6	12.6	12,867	14.2
College graduate	14.3	5.0	8.7	14.0	24.4	44.7	54.2	17,911	22.7
Occupation									
White-collar workers	45.5%	30.8%	35.9%	42.5%	54.9%	79.2%	89.1%	16,027	54.4%
Professional, technical	15.2	7.8	9.3	14.1	21.2	30.5	35.7	17,361	19.7
Managers, administrators	14.4	6.8	8.2	12.8	10.4	35.7	39.0	18,328	19.7
Clerical	9.7	11.0	13.3	9.8	7.0	3.6	1.2	10,840	7.8
Sales	6.2	5.2	5.1	5.8	7.3	9.4	13.2	15,496	7.2
Blue-collar workers	41.3	33.7	47.8	48.6	37.8	17.6	6.8	11,942	36.8
Craftsmen, foremen	19.5	9.9	13.5	24.2	22.8	11.3	4.4	13,197	19.2
Operatives	17.3	16.7	22.8	20.1	12.5	5.0	1.9	11,025	14.2
Laborers	4.5	7.1	6.5	4.3	2.5	1.3	0.5	10,039	3.4
Service workers	9.2	23.9	11.4	6.7	5.2	1.6	2.1	8,877	6.1
Farm	4.0	11.5	5.1	2.3	2.1	1.7	2.1	8,940	2.7

*Data refers to families as of March, 1972, with income as of calendar year 1971. This information is not strictly comparable to other data which are based on households as of March, 1973 with income as of calendar year 1972.

Sources: U.S. Department of Commerce; The Conference Board

MARRIAGE IN CALIFORNIA

	1973	1974	% Change
Marriages Registered	169,319	160,887	5% Decrease
Dissolutions of Marriage Reported	112,800	117,200	4% Increase

Source: Figures prepared by the Office of the State Registrar of Vital Statistics, Department of Health, State of California

Two years ago 12 million children nationally were entirely dependent on a female breadwinner. The proportion of the nation's and the state's children who are part of families headed by women is increasing, even though the total population of children in the United States is falling.

The economic hardships of women and their dependent children are worsening in this time of inflation and recession. Even in the best of times, there is a clear need to improve the earning potential of women who must support themselves and others, and to remove the barriers to employment which interfere with satisfactory economic functioning.

WORKING MOTHERS

	1960	1973
Working Women With Children 6-17	39%	50.1%
Working Women With Children Under 6	18.6%	32.7%

Source: U.S. Department of Labor

The availability of child care is often a determining factor in a mother's ability to seek employment, whether she is the sole support of her child, or part of a family headed by her husband.

The need for child care in California has been well established. Statistics showing the great increase in the number of mothers of young children who work outside the home dramatize the need. Legislators, research groups in and out of academia, and specialists in early childhood education have all reported

the need for expansion of child care services and improvement of their qualtiy.

Within a single California community several types of child care services may be available. These include private day-care nursery schools and publicly-subsidized programs, as well as group homes. Even with this variety, the choice of an individual family may be severely limited by various factors. Family income, proximity of home to the child care facility and to the parents' place of employment, access to transportation, and age of child interfere with a choice based solely on what a family would like for its children.

Many families cannot pay the high rates charged by private nursery schools. Eligibility for state-supported programs that might meet the needs of both parents and children may be restricted by income. Publicly-subsidized child care programs have not been expanded to meet public need, and places do not exist.

The Legislative Analyst for the State of California estimated that 726,000 children in California needed some form of child care in 1975. The report further recommended that 24,000 children be enrolled in state programs for the same time period. Thus at best 702,000 children went to private nursery schools, stayed with relatives or friends, or were cared for in licensed or unlicensed group homes. Only the private nursery schools offer a program in any way similar to the state-subsidized programs, which provide educational enrichment and nutritional, health, and social services to the children.

A THIRD OF ALL MOTHERS OF CHILDREN UNDER SIX YEARS OF AGE ARE NOW IN THE WORK FORCE.

LEGISLATION

CHILD CARE AND SUPPORT

Early in 1973 the federal government proposed revising the eligibility standards for persons using child care facilities under Title IV-A of the Social Security Act. The net effect of the proposed federal regulations would have been to cut off child care services for many California children who would no longer be eligible to receive them. Particular concern was felt for single parent heads of household with low incomes who would have been drastically affected by the expensive cost of private care. As public pressure mounted, the Legislature and the Governor rushed final approval of Assembly Bills 387, 451, and 1244 (Moretti). Among other things, the legislation provided for state funding in the event of federal cuts, and provided for a management and fiscal audit of all publicly-subsidized child care services.

1974

Problems faced by women who were not receiving their child support payments resulted in the passage of Assembly Bill 1946 (McAlister) which mandated that child support payments could be deducted from the paychecks of parents who were delinquent by two months. Other bills signed in 1974 were: Assembly Bill 1293 (Keene) which made it unlawful for either parent to willfully fail to support a minor child; Assembly Bill 4134 (McCarthy) which appropriated funds for the establishment and operation of new migrant child care centers; and Senate Bill 1860 (Behr) which appropriated funding for services to the children of high school parents in order for them to continue their matriculation and be simultaneously educated in the proper care of their children.

1975

While a number of child care bills were introduced in the 1975 session, almost all of them were defeated before reaching the Governor's desk. The main emphasis of this year's legislation was to expand existing programs, which would have meant increased appropriations, and which the Legislature was reluctant to grant. Of the two bills which finally reached the Governor, only one was signed: Assembly Bill 229 (Vasconcellos) which appropriates $200,000 for campus child care.

A separate issue dealing with the elimination of legal differences between children based on whether or not they are legitimate was finally resolved by the passage of Senate Bill 347 (Beilenseon). This measure will eliminate the concept of illegitimacy and redefine the rights and responsibilities of parents under the law.

EDUCATION

There is no question that women have made progress in the field of education; a prime example is the study recently carried out by Dr. Allen M. Cartter of UCLA and Dr. Wayne E. Ruhter of California State University, Fullerton which shows that women earned 12 percent of the Ph.D. degrees granted in 1967. By 1973, six years later, women earned 18 percent of the Ph.D.'s.

While earning doctorates does not solve all the problems for women in education, no one can deny the significance of this change. Certainly there is a marked contrast to the year 1874, when physicians claimed that education was detrimental to a woman's health!

Women are enrolled in ever-increasing numbers in law school, in medical school, in graduate schools of business, and even in schools in engineering. Programs for reentering women, women returning to college or entering college for the first time at an age later than the traditional one, are being made part of college curricula throughout the State of California; community colleges are doing an especially important job in this area.

PROPORTION OF COLLEGE AND UNIVERSITY DEGREES
EARNED BY WOMEN, 1870-1970

Year	All Degrees	Bachelors	Masters	Doctor of Philosophy
1870	. . . . .	14.7	. . . .	0
1880	. . . . .	19.3	. . . .	5.6
1890	. . . . .	17.3	. . . .	1.3
1900	16.9	19.7	19.1	6.0
1910	22.7	22.7	26.4	9.9
1920	33.7	34.2	30.2	15.1
1930	39.5	39.9	40.4	15.4
1940	40.5	41.6	38.3	13.0
1950	24.4	23.9	29.2	9.7
1960	34.2	35.3	35.1	10.5
1970	40.4	41.5	39.7	13.3

Note: Dots indicate data not available. The degrees covered are all degrees on the first, second and third level.
Source: United States Bureau of Census.

Title IX of the Education Amendments of 1972 has finally gone into effect; in the summer of 1975, three years after the Act was signed into law by the President of the United States, the Department of Health, Education and Welfare issued regulatory guidelines. Title IX requires that sex discrimination be eliminated in athletics, curriculum, facilities, staffing, and a number of other academic areas. Since Title IX applies to all schools, from preschools through graduate schools, which receive federal funding, it applies virtually to every public school in California and in the United States.

Certainly the fact that Title IX came into existence and is moving toward implementation is in large part a result of the strength of the women's movement in our country. Harold Howe II, former U.S. Commissioner of Education and now a vice-president of the Ford Foundation, commented recently that in his opinion the women's movement will have a growing impact on the nation's schools:

"Some think it is a fad and will disappear. I disagree. I think it's a major movement in American society. It's a large-scale enterprise that will affect textbooks, guidance, and staffing in the schools, particularly at upward levels--principals and superintendents."

The California State Department of Education has moved to review textbooks for sex discrimination. This review is proceeding in a thorough and systematic fashion, and even though there is a time lag between review and actually placing nondiscriminatory materials in children's hands in the classroom, the work is underway. Major publishers in the United States, as well, are recognizing the importance of complying with nondiscrimination laws, and are developing their own guidelines for the books they publish.

The California State Department of Education has also issued letters to all school districts mandating affirmative action programs. In a state where 89 percent of the elementary school teachers are women, and 82 percent of the elementary school administrators are men, any move toward implementing affirmative action has to be seen as a positive step.

Unfortunately, it is true that major problems still remain within the field of education. One of the most far reaching, which reflects patterns in the entire society, and not only in education, is the failure of women to translate their education into earning power. In spite of all the progress and all the positive change, it is as true today as it was a decade ago that women still need a college degree before they can equal, on the average, the pay of a man who left school at the eighth grade.

EDUCATION AND MEDIAN EARNINGS - 1972

	Less Than Completion of Elementary School	High School	College
Women	$4,305	$5,770	$8,925
Men	$7,575	$10,075	$14,660

Source: Monthly Labor Review, May 1974, p. 12

Women remain clustered in remarkably few occupations, and those tend to be low-paying ones. At least part of the cause for this clustering has to be the narrowness of training and deficiencies in educational background for all too many girls. A study made recently of the entering freshman class at the University of California at Berkeley showed that 57 percent of the entering male students had four years of mathematics, while only 8 percent of the entering female students had four years of math. Since four years of math is a prerequisite to many areas of study at UC Berkeley, this one small comparison tells a great deal about the kind of clustering we see with young women.

Vocational training has not been sufficiently available to girls and young women who are interested in moving out of the most traditional female vocations, such as office work or cosmetology.

The entire area of vocational training needs careful attention, not only in terms of availability for both sexes, but also in terms of educating girls and young women to think that it is acceptable to move beyond traditional areas.

A serious problem in schools relates to role models for minorities, both male and female. Role models in education are most characteristically the teachers which the student sees. Currently the ratio of white teachers to white students is 1 to 19. For Black students, the ratio is 1 teacher to 45. For Native Americans, the ratio is 1 teacher to 55. For Spanish-surnamed students, there is 1 teacher for every 124 students. Role models have a strong effect on all students, and special work is needed here.

Nonsexist Treatment of Women and Men

Men and women should be treated primarily as people, and not primarily as members of opposite sexes. Their shared humanity and common attributes should be stressed--not their gender difference. Neither sex should be stereotyped or arbitrarily assigned to a leading or secondary role.

No	Yes
Henry Harris is a shrewd lawyer and his wife Ann is a striking brunette.	The Harrises are an attractive couple. Henry is a handsome blond and Ann is a striking brunette.
	OR The Harrises are highly respected in their fields. Ann is an accomplished musician and Henry is a shrewd lawyer.
the fair sex; the weaker sex	women
the girls or the ladies (when adult females are meant)	the women
girl, as in: I'll have my girl check that.	I'll have my secretary (or my assistant) check that. (Or use the person's name.)
female-gender word forms, such as authoress, poetess, Jewess	author, poet, Jew
female-gender or diminutive word forms, such as suffragette, usherette, aviatrix	suffragist, usher, aviator (or pilot)
Pioneers moved West, taking their wives and children with them.	Pioneer families moved West.
	OR Pioneer men and women (or pioneer couples) moved West, taking their children with them.
the best man for the job	the best person (or candidate) for the job
The average American drinks his coffee black.	The average American drinks black coffee.

No	Yes
the little woman; the better half; the ball and chain	wife
libber (a put-down)	feminist; liberationist
sweet young thing	young women; girl
career girl or career woman	name the woman's profession: attorney Ellen Smith; Maria Sanchez, a journalist or editor or business executive or doctor or lawyer or agent
Jim Weiss allows his wife to work part-time.	Judy Weiss works part-time.
the men and the ladies	the men and the women the ladies and the gentlemen the girls and the boys

Source: "Guidelines for Equal Treatment of the Sexes in McGraw-Hill Book Company Publications"

LEGISLATION

EDUCATION

1973

Teaching practices which have resulted in viewing the roles and accomplishments of women as less than those of men have been the target of legislation for the past few years. Senate Bill 1285 (Mills) signed into law September 1973 required social study courses to include, among other things, the role and contributions of women in the economic, political, and social development of California. Assembly Bill 2187 (Cory) prohibited teachers from giving instruction or using any instructional materials which reflect adversely upon persons because of their race, sex, color, creed, national origin, or ancestry.

1974

An important measure signed in April of 1974 declared it the policy of the state that all educational classes be conducted without regard to the sex of the pupils enrolled. Senate Bill 1466 (Moscone) further prohibited the requirement of courses for one sex only, or school counseling which is different because of the sex of the student.

Increasing concern about opportunities for the older woman who returns to school after years of absence has engendered legislation to eliminate age limitations in scholarship programs. The first measure to pass on this subject was Assembly Bill 3514 (Berman) which deleted the 30 years of age limitation for those competing for state scholarships.

1975

Effective January 1, 1976, Senate Bill 592 (Mills) and Assembly Bill 2039 (Lanterman) will eliminate the 30-year-age limitation for Occupational Education and Training Grants. A second step in the athletics area was the passage and signing of Assembly Bill 1558 (Mori) and Assembly Bill 1559 (Wornum) which will require state colleges and high schools to allocate funds for male and female students' athletic programs on as equitable a basis as possible. In addition, Senate Bill 1213 (Smith) will prohibit the use of public funds for any public school athletic program which does not provide equal opportunity to both sexes for participation and use of facilities. These laws become effective January 1, 1976.

SOME RESOURCES ON SEX STEREOTYPING AND SEXISM IN EDUCATION

The socialization process of very young children has profound effects upon how they grow up perceiving themselves in relation to the world around them. Role expectations and role models that are provided to young children through educational institutions can have potentially positive and reinforcing effects upon young girls.

In the past, however, educators and producers of instructional materials often have portrayed women in stereotyped roles, roles that provided limited models and lifestyle options for young women. Young girls must learn self-confidence and develop self-images that will prepare them to make independent judgments and decisions about their future life styles. Sexism, beginning in the classroom, and the subsequent barriers that it imposes upon young girls prevent them from fully participating as mature women in all phases of American society (political, social, economic). Certainly the classroom as a major socialization institution needs to be particularly aware of its role in developing the potentials of young women.

The publications listed here are examples of different ways in which educators have attempted to deal with the problem, and include their suggestions for changing expectations of individuals regarding woman's role and place in our society. Just as important, they reflect an attempt to change women's perceptions of themselves.

Unless otherwise indicated, all publications are free of charge upon request directly to sources listed.

Women's Changing Place: A Look at Sexism, by Nancy Doyle; Public Affairs Pamphlet #509, Public Affairs Pamphlets, 381 Park Avenue South, New York, NY 10016. Price $.35. A 28-page booklet giving an overview of the areas in which sexism is experienced: education, athletics, employment, religion. A bibliography included.

Guidelines for Women's Studies Grades 1-12, National Council of Teachers of English, 1111 Kenyon Road, Urbana, Illinois 61801. A short pamphlet with suggestions on what teachers can do in the classroom to combat sexist attitudes.

Guidelines for Improving the Image of Women in Textbooks, Sexism in Textbooks Committee of Women; Scott, Foresman and Company, 1900 East Lake Avenue, Glenview, Illinois 60025.

Research Action Notes, Resource Center on Sex Roles in Education, National Foundation for Improvement of Education, Suite 918, 1156-15th Street, N.W., Washington, D.C. 20005. Newsletter published occasionally on issues relating to reduction of race and sex role stereotyping of boys and girls.

Today's Changing Roles: An Approach to Non-Sexist Teaching, Resource Center on Sex Roles in Education, the National Foundation for the Improvement of Education, Suite 918, 1156-15th Street, N.W., Washington, D.C. 20005. Teacher resources with curriculum-related activities for elementary, intermediate, and secondary schools designed to assist teachers in raising students' awareness of sex stereotyping.

Education for Survival, National Education Association, Teacher Rights, 1201-16th Street, N.W., Washington, D.C. 20036. Final Report on Sex Role Stereotypes Project (USOE-0-72-2507), analysis of the ways in which classroom activities perpetuate sex role stereotypes. Identifies resources for change, information on increasing teacher awareness of stereotyping.

Sexism in Education, The Emma Willard Task Force on Education, P.O. Box 14229, Minneapolis, MN 55414. Price: Individual (including postage) $4.00; institutional $6.00. Discusses sexism in education and how to facilitate the removal of sex stereotyping in educational curriculum.

EMPLOYMENT

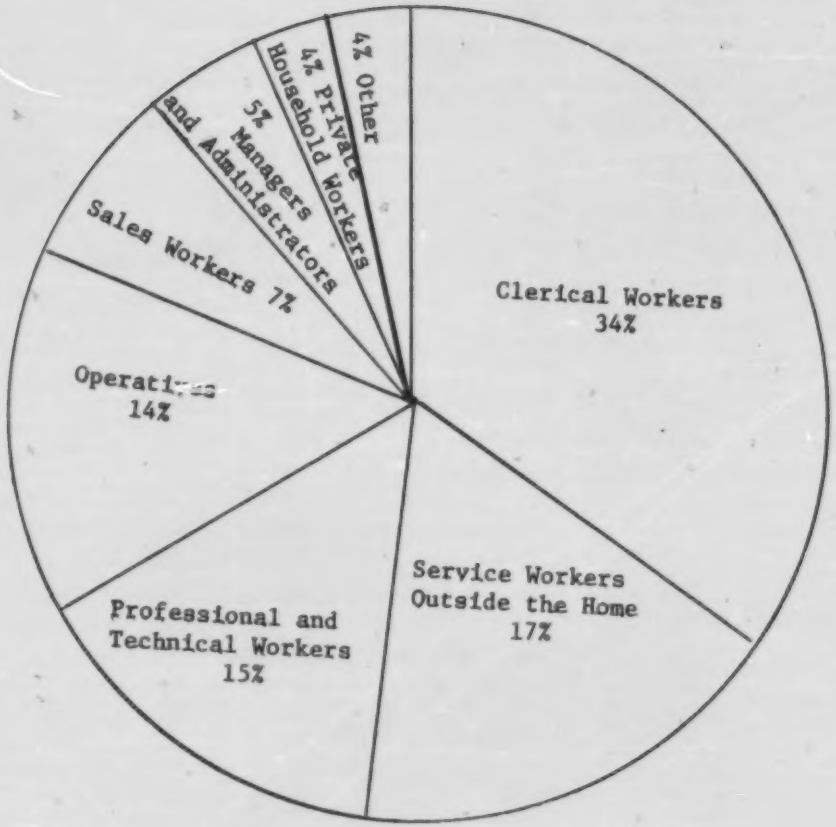
The increase of women in the work force is one of the major changes of this century. In 1900, 20 percent of all women were at work outside the home. In 1975, nearly 50 percent of all women 16 years and over are part of the work force. Women workers of minority races had a labor force participation rate generally higher than that of white women. Among women of the usual working ages, 18 to 64, 56 percent of minority women and 51 percent of white women are in the labor force.

In California, the increase of women workers has been dramatic. In 1960, 2 million women were in the work force. In 1970, there were 3 million, an increase of 50 percent in only 10 years. By October of 1975, even in the deep recession, there were 3,208,000 women in California at work. These figures are for wage and salary earners only and do not include agricultural workers or self-employed women.

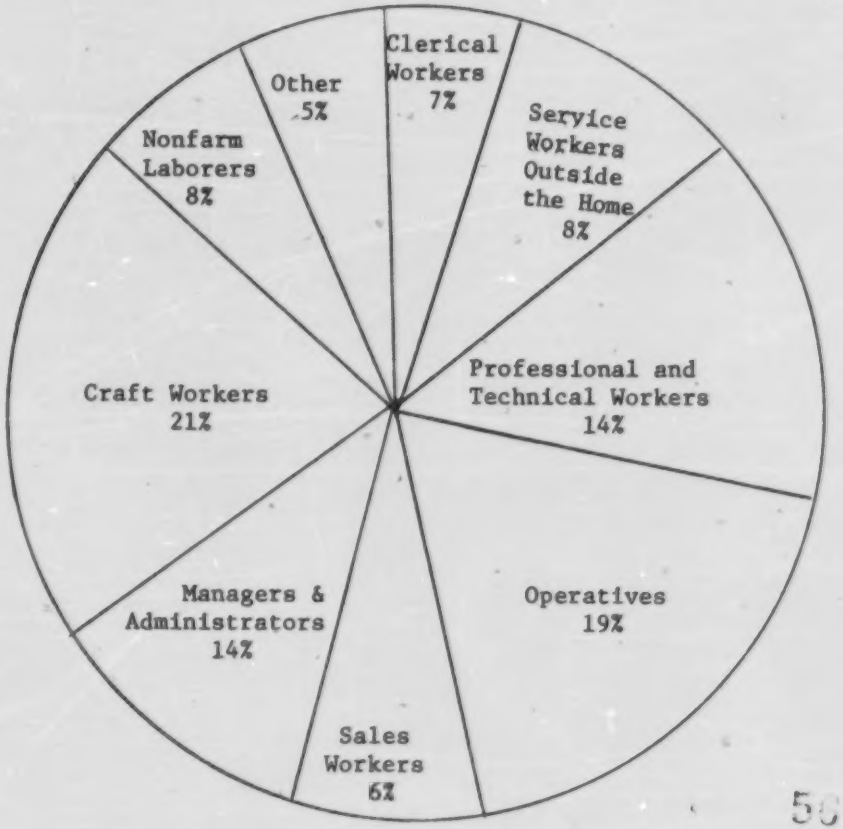
This movement of women into the work force in recent years has proved to be good for the economy. The output of women workers contributes substantially to the total output of the economy; the taxes paid on women's earnings benefit society at large; and the salaries and wages earned by an individual woman benefit her, and in most cases her family as well.

OCCUPATIONS

The occupational distribution of women is very different from that of men. This is shown in these charts for employed persons in 1973.



WOMEN



MEN

Source: U.S. Department of Labor, Women's Bureau: "Women Workers Today"

The Earnings Gap Widens

In spite of the greatly increased numbers of women in the work force, and the greatly increased public acceptance of their being there, their earnings, relative to men's, are not growing. As a matter of fact, the gap is increasing. Nationally, a female worker, on the average, takes home 57 cents for every dollar which a male worker takes home. In California, the gap is even greater; a woman takes home 49 cents for every dollar earned by a man. (These figures apply to year-around, full-time workers only.)

It is also interesting to compare men and women in the work force of the same age and of the same education; the same earnings gap remains. The incomes of women do not increase with age to any degree to match the increase of men's earnings. For women, the differential widens with age.

There is no single simple explanation of this great earnings gap. Certainly one factor would be violations of the principle of equal pay for equal work. Of even greater importance, undoubtedly, is the concentration of women in relatively few occupations, and most of those tend to be low paid. The majority of women who work remain clustered in a small number of occupations, and these are usually closely allied to the traditional female activities; teaching children, nursing the sick, preparing food.

Add to these the service occupations, retail sales and clerical occupations, and you have accounted for the great majority of women workers. Women are absent to any great degree from the skilled trades and from management. In the professions, women tend to be teachers, registered nurses, social workers, and librarians.

A DIFFERENTIAL, PERHAPS ON THE ORDER OF 20%, BETWEEN THE EARNINGS OF MEN AND WOMEN REMAINS AFTER ADJUSTING FOR FACTORS SUCH AS EDUCATION, WORK EXPERIENCE DURING THE YEAR, AND EVEN LIFE-LONG WORK EXPERIENCE.

PRESIDENT'S COUNCIL OF ECONOMIC ADVISERS, 1973

Many of the most disadvantaged female workers occupy what Michael Harrington refers to as "the economic underworld." Chambermaids, hotel waitresses, and women in the poorest of the service sector jobs are involved in uncreative and tedious work, where the working conditions are bad, and the economic rewards are minimal. Household workers, although they are present in our society in a reduced number, nevertheless number 1.5 million, nationally. Their average income is $2,365 per year, and their average age is 56. Though the minimum wage was extended to give them coverage in mid-1974, a measure has already been introduced into Congress to restrict the coverage to the ages from 21 to 55.

To make significant changes in the salary ratio between women and men, it will be necessary for women to move in greater numbers into jobs that are non-traditional for them; this covers almost everything that isn't a clerical, teaching, or service job. Apprenticeships are of particular interest to feminists today. The physical strength and stamina usually associated with jobs for which apprenticeship is required are becoming less and less important factors with mechanization and technological improvement. Many companies such as Pacific Telephone have found that particular tasks can be made easier for all current workers and at the same time remove barriers for women.

AMERICAN WOMEN IN THE WORK FORCE

35,000,000	Women in the work force
7,000,000	Single
6,300,000	Widowed, divorced, or separated
3,700,000	Married, living with husbands whose incomes are below $5,000 annually
3,000,000	Married, living with husbands whose incomes are between $5,000 and $7,000 annually
20,000,000	of the 35,000,000 women employed are in the work force from basic economic necessity.

Source: U. S. Department of Labor Statistics

Unemployment

Unemployment rates, even in good times, are always higher for all women, higher still for minority women, and highest of all for teenagers. During the recent months of recession, unemployment for these disadvantaged groups has soared.

As the economy slowed and workers were layed off from jobs in increasing numbers, women and minorities suffered especially from wholesale application of the seniority clause, the embodiment of the principle, "last hired, first fired." When automobile sales slumped, a General Motors plant at Fremont fired almost all the 500 women on the assembly line; almost all the "last hired" were women. The Fremont women sued General Motors charging that by following traditional seniority rules the company was violating Title VII of the Civil Rights Act of 1964, which bans discrimination in employment because of race or sex. The argument is that even though the seniority lay-off system is not illegal, its effect (adverse impact) is to perpetuate the results of past discrimination; Blacks and women are especially vulnerable to lay-offs, precisely because they have been discriminated against in the past. The Equal Employment Opportunity Commission is joining them in their suit.

The women auto workers are not seeking abolition of the seniority system; they are suggesting other approaches, including work sharing, where no one will be laid off in slack times, but all employees would reduce their working hours.

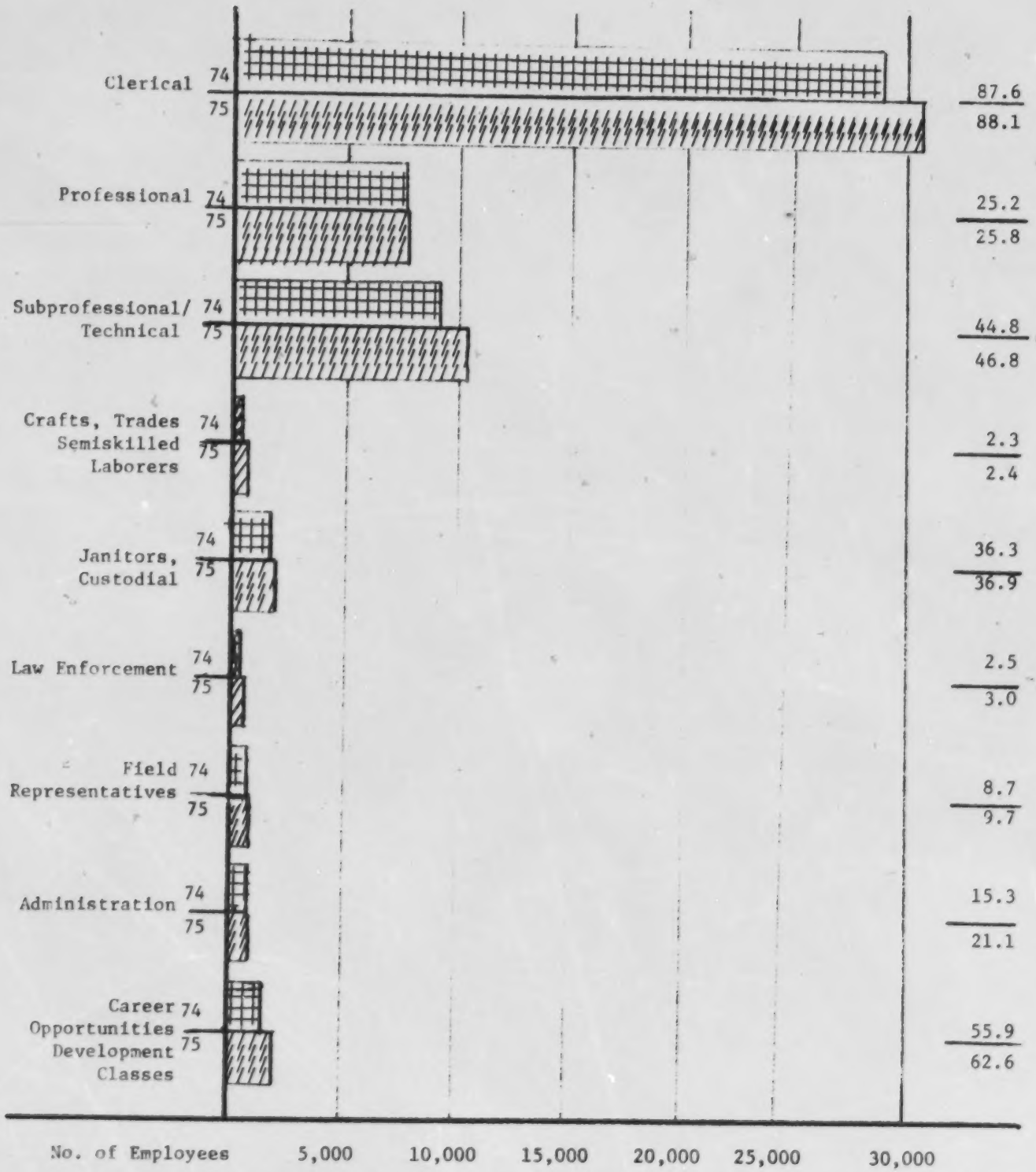
Solutions to the problem are needed; without solutions, women and minorities will be increasingly placed in a confrontation situation with labor unions. The unions have utilized the seniority clause as a standard component of collective bargaining for many years, and challenges to it are of great concern, of course, to long-time workers. Without some accommodation, it is likely that companies will be placed in tight and potentially expensive legal situations.

Race and Age	Average Percent Unemployed in 1973	
	Women	Men
All Races	6.0	4.1
16 to 19 years	15.2	13.9
20 years and over	4.8	3.2
Minority Races	10.5	7.6
16 to 19 years	34.5	26.9
20 years and over	8.2	5.7

Source: U.S. Dept. of Labor, Employment Standards Administration, Women's Bureau, "Women Workers Today," 1974.

OCCUPATIONS OF STATE CIVIL SERVICE WOMEN EMPLOYEES

IN 1974 AND 1975*



*Includes part-time, seasonal, and intermittent employees as well as full-time permanent.

Source: July, 1975 Report to the Governor and the Legislature on the Annual Census of State Employees, California State Personnel Board.

Employment of Women by the State of California

The Commission on the Status of Women selected as one of its top priorities the improvement of the situation of women who are employed by the State of California. A few of the major issues involved are:

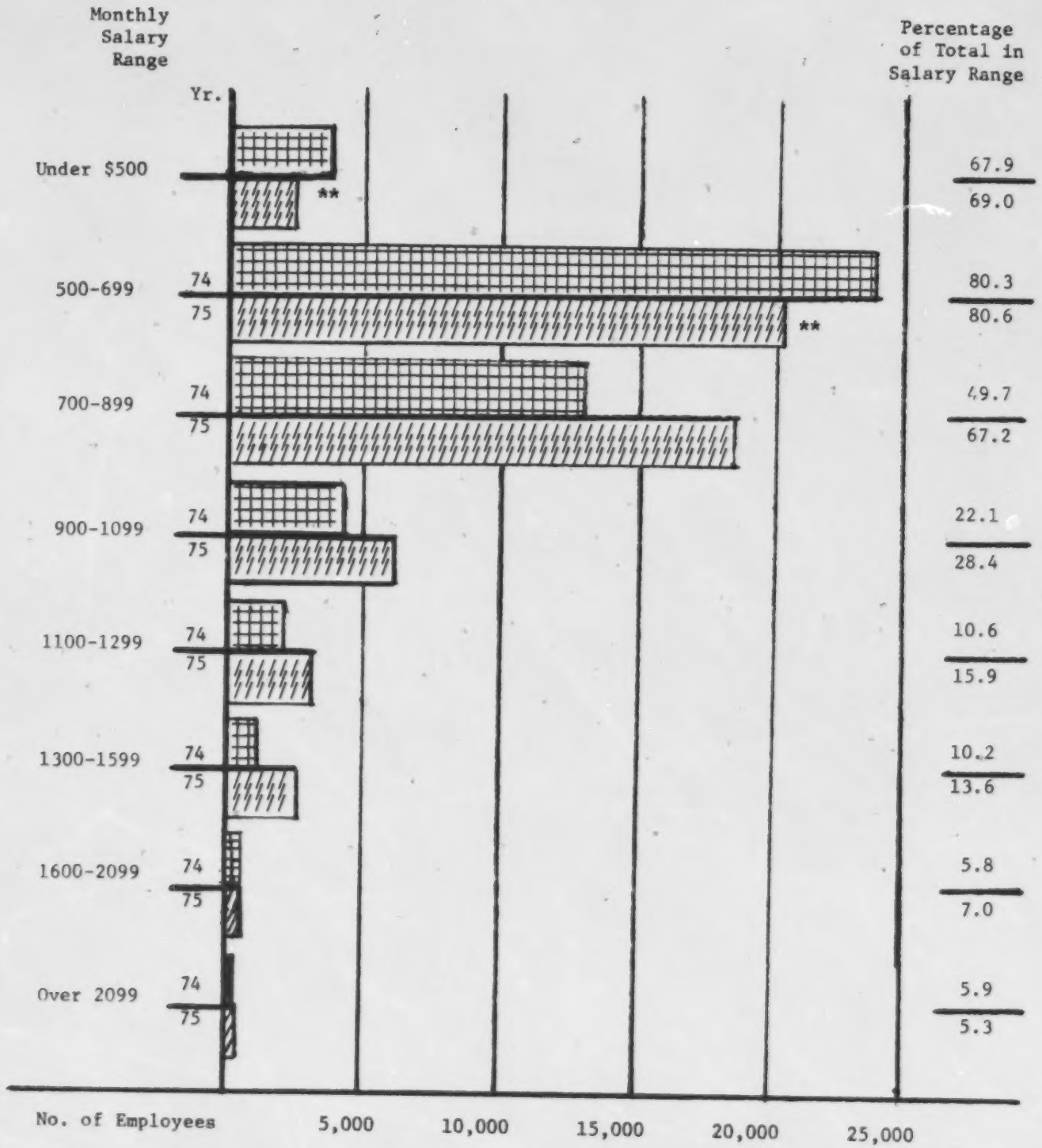
- Job Classifications. In the Civil Service System, people often work beyond their classification level but are not reclassified nor are they given extra pay.
- Requirements described are often irrelevant to the job to be done.
- On-the-job experience does not necessarily accumulate to the advantage of the employee for use as an equivalent of education.
- Clerical salaries do not reflect the level of skill and experience which clerical employees bring to their jobs. Unskilled jobs in traditionally male fields, such as laborer, have starting salaries considerably greater than those paid clerical workers who have education and skill requirements.
- Upward mobility, so that jobs do not become functionally dead end.

The Commission on the Status of Women has undertaken a number of projects to improve the status of women within California state employment, including publication of What's Your Next Move? Mobility Options for Employees of the State of California, prepared in cooperation with the State Personnel Board and distributed free of charge to employees of the State of California.

"NO MARKED CHANGES ARE EVIDENT IN THE OCCUPATIONAL DISTRIBUTION OF WOMEN EMPLOYEES; THEY REMAIN CONCENTRATED IN CLERICAL POSITIONS."

RONALD M. KURTZ, EXECUTIVE OFFICER
CALIFORNIA STATE PERSONNEL BOARD

MONTHLY SALARY OF STATE CIVIL SERVICE WOMEN EMPLOYEES
1974 AND 1975**



*Includes part-time, seasonal, and intermittent employees as well as full-time permanent.
**Bar reflects decreased total number of employees in that salary range.

Source: July, 1975 Report to the Governor and the Legislature on the Annual Census of State Employees, California State Personnel Board.

The Coalition for Women in State Service

In 1975, the Commission initiated the formation of the Coalition for Women in State Service, a coalition of women's departmental caucuses within state employment. The purpose of the Coalition is to take action to bring women into full participation in the business of the people of California. General membership is open to any employee who subscribes to the goals and purposes of the Coalition. Monthly meetings, sponsored by departmental caucuses, are held for the general membership to provide a public forum as well as an opportunity for further education in women's status in state service.

The Steering Committee, the governing body of the Coalition, is comprised of elected representatives of departmental women's caucuses. It meets monthly to review policies, prioritize issues, and take action on issues affecting women statewide. Late in 1975, the Steering Committee of the Coalition for Women in State Service was named as an advisory committee to the Commission on the Status of Women. In its advisory capacity, the Coalition apprises the Commission on current issues and problems, as well as suggested solutions to the problems of women in state employment.

Member caucuses are:

Air Resources Board: Women's Caucus
Department of Benefit Payments: Women on the Way
Commission on the Status of Women: Women's Caucus
Department of Conservation: Clerical Advisory Group
Employment Development Department: Advocates for Women
Department Food and Agriculture: Women's Caucus
Franchise Tax Board: Committee for Career Development of Women
Department of Health: Women's Committee
Department of Motor Vehicles: Women's Caucus
State Personnel Board: Women's Caucus
Postsecondary Education Commission: Women's Caucus
Public Employees Retirement System: Women's Caucus
Department of Rehabilitation: Women's Advisory Committee
Secretary of State: Women's Caucus
Southern California Coalition: Los Angeles Coalition for Women in State Service
Department of Transportation: Women's Caucus
Department of Water Resources: Affirmative Action Group for Women
Water Resources Control Board: Women Employees Development Caucus
State Teachers Retirement System: Women's Caucus

Affirmative Action

Affirmative action plans for the hiring and promotion of women and minorities, required initially from private industry doing business with the federal government, are also required of colleges and universities, public school districts, and governmental jurisdictions.

Even though affirmative action is so widely mandated, actual progress in the hiring and promotion of women and minorities is discouragingly slow. Years drag by while a plan is prepared, reviewed, revised, reviewed...and so on. Implementation of the plan so laboriously constructed remains, somehow, a matter for the future.

A major problem with affirmative action is the general lack of "teeth" in programs and plans. To be effective, affirmative action plans must include:

- Personal commitment from the top executive officer
- Accountability of management down the line, including unit managers and supervisors
- Achievement of affirmative action goals as part of job performance evaluation
- Measurable goals and objectives

When is an Affirmative Action Plan Satisfactory?

Standards for approval of affirmative action plans have been reiterated frequently, most notably by judges in court actions. An approvable plan must include:

- A percentage goal to hire minorities and women at least up to the level of their availability in the surrounding labor market area
- Hiring rates and a timetable to achieve this goal within the shortest feasible time period
- Training and recruitment programs to meet the goal

Laws Against Sex Discrimination in Employment

A growing body of legislation, both federal and state, prohibits employment discrimination in California on the basis of sex.

- Equal Pay Act (1963)
- Civil Rights Act (1964): Title VII and Amendments of 1972
- Executive Order 11246, as amended by Executive Order 11375
- Revised Order No. 4
- Fair Employment Practices Act (1970)

The charges filed claiming discrimination on the basis of sex have become a significant proportion of all discrimination charges in the last two years.

When is it Legal to Discriminate in Employment Because of Sex?

The simplest and clearest answer to this question is: not often. The exceptions are few, and specific:

- When the job depends on sexual characteristics; for example, a wet nurse
- When authenticity demands one sex; for example, portraying George Washington in a play
- When community standards of morality require one sex rather than the other; for example, a fitter of women's girdles

Future change in patterns of hiring and promotion will be determined largely by economic conditions and by enforcement and implementation of laws against sex discrimination. The goal of ending sex discrimination in employment is a top priority on ethical, legal, and practical grounds:

- It is right.
- It is the law.
- It is good management.

LEGISLATION

EMPLOYMENT

As increasing numbers of women join the work force, legislation dealing with equality of opportunity in employment must be strongly supported. A variety of measures on the subject have been introduced within the last three years.

1973

Among the important measures passed in 1973: Assembly Bill 10 (Leroy Greene) revised the Labor Code regarding tips received by employees. The measure provided that employers would be prohibited from sharing the tips of one employee with that of another, and tips used against the minimum wage must be in accordance with a valid regulation of the Division of Industrial Welfare. (Formerly, the regulation allowed $.25 of the tips per hour worked to be used against the minimum wage, which is $2.00 per hour in California.)

Also passed in 1973: Assembly Bill 478 (Brown) which allocated the power to determine the wages, hours, and working conditions of all men, women, and minors in California to the Industrial Welfare Commission. (Prior to 1974, the IWC was responsible only for the hours and working conditions of women and minors. Special protections for women and minors such as a limitation on the number of consecutive hours worked in a day, required break periods, etc., ultimately served to prevent increased job opportunities for women, and assured that only men could perform certain jobs. After passage of AB 478, the IWC issued a new set of regulations on hours and working conditions for all Californians. The new regulations attempted to compromise the protections formerly enjoyed by women and minors, rather than extend them to men as well. The AFL-CIO was subsequently granted an injunction against the new wage orders, and former ones will remain in relatively few occupations, and new wage orders are expected to be approved.)

1974

In 1974 Assembly Bill 3923 (Berman) was passed to amend the Employment Development Act of 1973. For purposes of this Act, women are now included within the term "minority" as a class of persons eligible for equality of opportunity in employment under affirmative action guidelines.

The word "workmen" as in "workmen's compensation" is now changed throughout the codes to "workers' compensation" through the provisions of Assembly Bill 3109 (Sieroty).

A companion measure, Assembly Constitutional Amendment 99 (Sieroty) was originally drafted to effect the same change in the California Constitution. Additional amendments, however, resulted in the removal of all masculine-gender references in the constitution, resulting in Proposition 11 as it appeared on the November 1974 ballot. (All constitutional amendments are subject to a ballot vote. Proposition 11 was approved by the voters.)

Early in July 1974 the Governor signed Senate Bill 1859 (Walsh) which required the California Highway Patrol to produce a two-year study to "ascertain the feasibility of employing women as members" of the CHP. The measure provided for assistance from the State Personnel Board to set up a special classification for purposes of the study. In accordance with the legislation, the CHP has screened and hired 40 women applicants to fill a variety of patrol officer jobs. The study is currently underway, and the results must be submitted to the Legislature not later than July 9, 1976.

1975

A wide variety of employment bills were introduced in the 1975 session. Included in those that were signed into law: Assembly Bill 232 (Greene) will finally allow employees to keep all tips and gratuities left for them by patrons. This will take effect January 1, 1976, and eliminate the Industrial Welfare procedure set up by AB 10 of 1973.

Discussion about equitable procedures for leaves of absence for pregnant employees has resulted in the passage of laws for teachers and state employees: Assembly Bill 1060 (Berman) requires school districts to allow the length of leave time to be determined by the employee and her physician, and Assembly Bill 654 (Lockyer) will allow state employees to use up to one year for pregnancy and childbirth leave.

Age limitation for minors employed in various occupations has been different for males and females. Two bills designed to treat boys and girls on an equal age level are: Assembly Bills 256 and 257 (Badham) which stipulate age regulations for employment as a telephone or telegraph messenger, or street occupations such as delivering papers, shining shoes, etc.

Attention to the needs of homemakers who are over 35 years of age and suddenly deprived of their source of income resulted in passage of Senate Bill 825 (Smith). Known as the "Displaced Homemakers Bill," this new law requires the Health and Welfare Agency to administer a pilot project designed to establish multipurpose service centers for the training and counseling of these persons. A periodic evaluation of the program's effectiveness will be required, and the project will be in effect for two years.

"WHEN A MAN GETS A JOB DIFFERENT FROM HIS BACKGROUND, HE IS CALLED A GENERALIST, A WOMAN IS CALLED UNQUALIFIED."

DIANNE FEINSTEIN, SUPERVISOR
SAN FRANCISCO COUNTY

SOME RESOURCES
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Equal Employment Opportunity is mandated by federal, state, and local legislation and by Presidential Executive Orders. These mandates have been interpreted by the courts and the federal enforcement agency, The Equal Employment Opportunity Commission, to include not only overt discrimination, but also employment practices that are fair in format but discriminatory in operation. The federal mandates and Presidential Executive Orders direct employers to take affirmative action to remove discriminatory barriers and practices that prevent individuals from competing for jobs on an equal basis. The publications listed discuss the various mandates, their interpretation and application. Unless otherwise noted, single copies are available free of charge.

Affirmative Action and Equal Employment: A Guidebook for Employers, 2 Vols., January 1974, U.S. Equal Employment Opportunity Commission, Washington, D.C. Available from the U.S. Government Bookstore, 120 S. Spring Street, Los Angeles, CA and 450 Golden Gate Avenue, San Francisco, CA. Price: approximately $2.50

A Model Women's Component for an Affirmative Action Program: State and Local Governments, California Commission on the Status of Women, March 1975. Available from Documents Section, P.O. Box 20191, Sacramento, CA 95820. Price: $1.55

Laws on Sex Discrimination in Employment: Federal Civil Rights Act, Title VII, State Fair Employment Practices Laws, Executive Orders, 1973, U.S. Women's Bureau, Employment Standards Administration, U.S. Department of Labor, Washington, D. C. 20210

Equal Pay, WH Publication #1320 (Rev. July 1973), Wage and Hour Administration, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210

A Survey of Executive Order 11246, as Amended: Nondiscrimination Under Federal Contracts, January 1975, Office of Federal Contract Compliance, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210

Equal Employment Opportunity, 1975, Manpower Administration, U.S. Department of Labor, Washington, D.C. 20506

Toward Job Equality for Women, U.S. Equal Employment Opportunity Commission, 1800 G Street, N.W., Washington, D.C. 20506

A Working Woman's Guide to Her Job Rights, Women's Bureau, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210

What is Affirmative Action? Combating Discrimination in Employment, 1975, National Education Assocation, 1156-15th Street, N.W., Washington, D.C. 20005

New 1974 Minimum Wage Law With Explanation: Fair Labor Standards Act With 1974 Amendments, Commerce Clearing House, Inc., 4025 West Peterson, Chicago, Illinois 60646. Price: $3.00

Fair Employment Practices Equal Good Employment Practices: Testing and Selecting Minority, Women, and Handicapped Job Applicants, May 1966, revised 1974, Technical Advisory Committee to the Fair Employment Practices Commission, State of California, 455 Golden Gate Avenue, San Francisco, CA 94102

State of California Fair Employment Practice Act, FEPC Rules and Regulations, Fair Employment Practices Commission, 455 Golden Gate Avenue, San Francisco, CA 94102

Affirmative Action for Women: A Practical Guide, by Dorothy Jongeward and Dru Scott, 1973, Addison-Wesley Publishing Company, 2725 Sandhill Road, Menlo Park, CA, and Reading, MA. Price: $8.95

CRIMINAL JUSTICE

The California Commission on the Status of Women has established as a priority attention to conditions for women involved with the criminal justice system as offenders, and improvement of treatment for women involved as victims of crime, most notably the crime of rape.

Recent months have seen publication of statistics showing dramatic increases in female crime rates. Frequently these figures are accompanied by comments linking the increase to the women's liberation movement. However, some points should be noted before drawing such a facile conclusion.

The female increase in white-collar crime--embezzlement, larceny, fraud--is most reasonably a function of numbers alone. Sociologist Dr. Rita Simon points out the great increase of women in the labor force, and the large numbers of women now holding jobs where opportunities exist for white-collar crime.

More women, for that matter more criminals of either sex, are getting caught and being prosecuted as a result of larger police forces and improved methods developed in recent years.

Ruth Rushen, member of the California Adult Authority, believes figures showing more women are becoming involved in armed robbery are misleading. The women are conspirators often, rather than pointing the gun. Before many police searches, the

male gives the female the weapon, figuring correctly that things will go easier for her. "They are still being exploited, just in another way."

Most women who commit crimes are still involved in the traditional female "victimless" crimes. They are abusing themselves, not others. The women serving prison and jail sentences are not advocates of women's liberation, but instead are demonstrating their inability to cope adequately with society, whether from low self-image, exaggerated dependency, or long-term economic and educational deprivation.

Rehabilitation

There is small opportunity for rehabilitation of women in prison. Poor conditions, inadequate treatment programs, and useless vocational training make the likelihood of substantial change small.

Typically there are few job training opportunities offered to women in prison. Machines necessary for much training become antiquated quickly, and often have little relationship to current industry operations.

Women frequently are placed in maximum security situations, even though their offenses do not warrant this. Space and facilities problems are sometimes the excuse; the comparatively small numbers of women imprisoned do not make it feasible to construct new buildings. Whatever the reasons, the effect for women inmates is that they are prevented from many kinds of activities because of the conditions imposed by maximum security.

Work furloughs for prison and jail inmates are utilized much more by men than by women. The Santa Clara League of Women Voters studied the work furlough situation in the Santa Clara County jail, and found 6 to 12 women participating, and about 95 men. This numerical comparison is typical. Again, there are reasons (availability of transportation, skill level, etc.), but the effect on a prisoner's ability to move back into society of maintaining paid "outside" employment while serving a sentence is clearly positive, and investment in work furlough reaps great benefits.

WOMEN IN TRANSITION

Women prisoners in most county jails receive very few and limited rehabilitative services. In addition, they experience avoidance and rejection by the outside community, not only while incarcerated but after their release. While in jail, these women are separated from their families and friends, husbands and children, and from the community, except as represented by correctional personnel. These women often develop feelings of guilt, anxiety, despair, and hopelessness which, combined with a low self-image, make it difficult for them to pick up the pieces of their lives once they are released from jail. It is our thesis that support and help from women in the community can be instrumental in letting a jail inmate know that someone cares, and in helping her to avoid returning to the activities that got her into trouble originally.

Women In Transition is an action project of the California Commission on the Status of Women. It is currently in its second year of funding from the Office of Criminal Justice Planning, which provides operating expenses, a full-time program coordinator, a half-time outreach coordinator, and a half-time secretary.

The purpose of the project is to develop rehabilitation services for the women who are incarcerated at Sacramento County's Rio Cosumnes Correctional Facility in Elk Grove, a small town to the south of Sacramento. This is being accomplished primarily through the use of community volunteers, who are recruited, trained and supervised through the project. These volunteer counselors work in the jail, where they develop classes and activities, and form one-to-one relationships with the prisoners, and also in the community once a woman is released, providing emotional support and concrete services to help her readjust to life "outside." Here the emphasis is on helping the released woman locate housing, job training, employment, child care, and other resources within the community to meet her needs. The development of a referral system and knowledge of how to use these resources is the primary responsibility of the outreach coordinator.

The initial training consists of a six-week period: two hours a week, with a choice for volunteers of a day or evening session. Each session is planned to have both informational and counseling skill components. Some sessions are led by project staff; others make use of community resource people, professionals in counseling and corrections, and former prisoners and volunteers. Recruitment, training, supervision and support of the volunteers are the responsibility of the project coordinator.

The criteria for volunteers are willingness to participate and the potential for dependability. Besides attending the training seminars, volunteers are asked to commit a minimum of three hours per week to the project, and to participate in further inservice training. Some volunteers are students who are able to get college credit for participating in the program; most are active community women with a sincere desire to help others; a few are ex-offenders who understand in a very personal way the problems of incarceration.

Before they are issued a visitor's permit for the county facility, the volunteers fill out a Sheriff's Department Volunteer Sheet and submit to a background check and interview by a member of the Sheriff's rehabilitation staff.

After the initial training, volunteer counselors are scheduled into the Dentention Facility according to their availability days, evenings, and weekends. Some women prefer to develop and conduct classes or workshops in the areas in which they have special skills, and others engage in one-to-one dialogue with the prisoners. Still others may remain primarily in the community, helping with transportation, job-finding, apartment-hunting, and other vital needs of the newly-released women.

The Women's Detention Facility is a separate unit of the larger Sacramento County Jail at Elk Grove. It houses an average of 60-70 women, unsentenced and sentenced, in a maximum-security, two-year-old facility. The large majority of women prisoners are between 18-35 years old, and their offenses include prostitution, drug offenses, shoplifting, bad checks, parole violation, drunk driving. Their time of incarceration ranges from two days to one year, with the average of 40 days.

It is hoped that this project can be repeated or replicated in other areas. A detailed report will be written after the project has been completed.

Women in Transition has had the cooperation and active support of Sacramento County Sheriff Duane Lowe and his staff.

LEGISLATION

CRIMINAL JUSTICE

1974

The question of equal rights for women incarcerated in county and city jails as well as state prisons is one which deserves much more attention. A step forward in the direction of equitable living conditions was created by the passage of Senate Bill 1909 (Nejedly). This measure required county jails to provide prisoners of both sexes equal facilities such as recreation rooms, rest areas, dining rooms, etc., as well as programs, services, and privileges. Counties have until January 1, 1979, to comply, but the Legislature is responsible for providing funds to assist in accomplishing the compliance.

1975

Assembly Bill 372 (Hart) which becomes effective January 1, 1976, will allow county sheriffs to permit male and female prisoners to share some of the same facilities such as recreation areas, vocational training programs, etc. Assembly Bill 1357 (Egeland) will require the state to provide incarcerated women with information regarding the availability of family planning services.

RAPE

Rape is reported as the fastest-growing crime in the United States. Regardless of the validity of numbers, it is true that increased attention has been directed to this crime, and to its victims. The public has become aware that rape victims are often made to feel like they themselves are criminals.

In many California communities, rape crisis centers have been established to assist victims of attack and provide them with knowledge of the complex medical and legal procedures which must be followed. The California Legislature has enacted major reform in prosecuting and dealing with rape cases.

1974

Without doubt, issues surrounding the crime of rape received as much, if not more attention from women's groups than any other single issue during the 1973-74 session. Focus on the difficulties encountered by rape victims was the result of a joint hearing held on the subject by the Assembly Criminal Justice Committee and the Commission in October 1973. Early

in April 1974 a package of eight bills and five resolutions was introduced in the name of the Assembly Criminal Justice Committee, chaired by Assemblyman Alan Sieroty. Three of the bills and all five resolutions were successfully passed: Assembly Bill 3657 prohibited charging the rape victim for medical costs incurred when the examination was given for the purpose of gathering evidence for possible prosecution; Assembly Bill 3658 prohibited use of the term "unchaste character" in any jury instruction given by a judge in rape trials; Assembly Bill 3660 provided that no jury instruction can be given which infers that a female who has previously consented to sexual intercourse with persons other than the defendant would therefore be more likely to consent to intercourse again; Assembly Concurrent Resolution 217 called upon the Commission on Police Officer Standards Training (POST) to develop training courses for law enforcement personnel relative to the proper investigation of rape cases; Assembly Concurrent Resolution 218 requested POST to implement a program for training specialists to investigate rape cases as well as the development of special rape investigation units; Assembly Concurrent Resolution 219 called upon local law enforcement agencies to implement an affirmative assignment program to place more policewomen in positions that would enable them to respond to cases of reported rape; Assembly Concurrent Resolution 220 recommended that rape victims who receive treatment in county or private governmental contracting emergency medical facilities be given thorough examinations and information on available resources; and Assembly Concurrent Resolution 221 requested high schools to offer physical education classes in non-aggressive self-defense assisted by the Department of Education.

An intensely controversial aspect of this issue centered on the use of a woman's past sexual history during the course of a rape trial. Unbridled use of this information had been allowed as evidence to prove that the victim actually consented, rather than was raped by the defendant. In a clash with other groups concerned about defendant's rights, women's groups held that the issue of consent was irrelevant because it perpetuated the idea that a woman who has had previous sexual experience will be more likely to "consent" again. Senate Bill 1678 (Robbins) attempted to change the California evidence law and prohibit entirely the use of a woman's past sexual history in rape cases. Fear that such a measure would not be constitutional with regard to the defendant's rights resulted in extensive amendments to the bill. In its final form, SB 1678 prohibited the use of a woman's past sexual history with anyone other than the defendant except when the court determined that it is relevant to the issue of the victim's credibility (whether or not she is lying rather than whether or not she consented).

1975

Bills addressing the elimination of a cautionary instruction delivered by judges to the jury in all rape cases proved to be unnecessary this session due to a significant California Supreme Court Decision. The instruction (CALJIC No. 10.22) was thrown out by the court because it was out of date and irrelevant. The instruction read:

> "A charge such as that made against the defendant in this case is one which is easily made and, once made, difficult to defend against, even if the person accused is innocent.
>
> Therefore, the law requires that you examine the testimony of the female person named in the information with caution."

SOME RESOURCES ON
FEMALE OFFENDERS IN THE CRIMINAL JUSTICE SYSTEM

From the time of apprehension through court proceedings, incarceration and probation/parole, female offenders often receive different treatment than that given their male counterparts. There are customarily fewer services offered to female offenders both in the prisons and in the community. In addition, there are few well-developed community services to serve as alternatives to incarceration. The publications below relate to women in prison and their transition back into the community. Publications can be obtained directly from the sources listed.

The Rights of Prisoners: An American Civil Liberties Union Handbook, David Rudovsky, Discus Books, published by Avon, 1973, $.95. The basic ACLU guide to prisoner's rights. Deals with legal interests in such areas as disciplinary actions, rules and regulations, free speech, cruel and unusual punishment, racial and religious discrimination, medical care and rehabilitation, privacy, personal appearance, and parole.

Fact Sheet on the Project Women in Transition currently being conducted by the California Commission on the Status of Women. Information available from the project office, free of charge, 926 J Street, Room 1011, Sacramento, CA 95814.

"The Women Offender Report," published free of charge by the National Resource Center on Women Offenders, American Bar Association, 1705 DeSales Street, N.W., Washington, D.C. 20036. A bimonthly publication "dedicated to increasing public awareness of the problems of the woman offender and working on reform in her behalf."

"Double Standard of American Justice" by Stewart Nagel and Lenore J. Weitzman. Society, March 1972. This article discusses the issue of sex discrimination in the criminal courtroom and whether women are sentenced to more time in prison than men for the same crimes.

From Convict to Citizen, Programs for the Woman Offender, by Virginia A. McArthur, District of Columbia, Commission on the Status of Women, District Building, Room 204, 14th and E Sts., N.W., Washington, D.C., June 1974. This publication is a collection of suggestions for initiating and mobilizing support for programs to improve the rehabilitation of women offenders in their states and communities; an overview of the criminal justice system and various programs that are in effect in the District of Columbia. Free of charge.

Breaking Into Prison: A Guide to Volunteer Action by Marie Buckley, Beacon Press, Boston, 1974, $7.95. This book offers useful advice for citizens who wish to help improve prison life through direct action in prison volunteer programs. Discusses what volunteers can expect in their programs and how to organize activities for inmates. Also discussed are the special problems relating to women inmates and volunteers in the predominantly male-dominated field of corrections.

Women in Prison by Katheryn Watterson Burkhart, Doubleday and Co., Inc., Garden City, N.Y., 1973, $10. This book describes an inequitable and antiquated justice system and a psychologically debilitating environment. Interviews with female offenders in prison.

The Administration of Justice, Second Edition, by Paul B. Weston and Kenneth N. Wells, Prentice-Hall, Inc., Englewood Cliffs, N.J., 1973, $12.95. United States criminal law enforcement from arrest to final outcome, based on recent court decisions and today's trends for change.

The Woman Offender: A Bibliographic Sourcebook, (including supplement) edited by Susan Sturgeon and Laurel Rans, June 1975, $1.75. Available from Laurel Rans, Entropy Limited, 214 S. Craig St., Pittsburg, PA 15213. Comprehensive bibliography of publications, journal articles, books, doctoral dissertations, and the Law Enforcement Assistance Administration grants.

MEDIA

The improvement of the image of women was selected as a priority by the Commission on the Status of Women because of the great importance of the media in conditioning and shaping public attitudes.

The Commission held a special meeting in Los Angeles in 1975 to hear testimony from professionals in a wide range of fields. Our purpose was not only to provide a forum from which the general public could be educated, but also to decide on a course of action which might effectively modify and improve the image of women and thereby the society which reflects that image.

The opening meeting was devoted to an overview of mass media and the process involved in producing the image of women. Additional testimony investigated more specific areas of concern: women in the news media and journalistic treatment of women's issues, image of women in television programming and feature films, and the image of women as portrayed in commercial advertising.

The testimony presented was of immense value. In response to the information presented, the Commission adopted a resolution pledging its commitment to coordinating efforts of persons seeking fair and equal treatment of women in the media.

The inestimable importance of media in our lives makes our attention to this topic imperative if we are to effectively take charge of our own image. One segment of "Rhoda" is worth a hundred laws. We must direct our attention toward the media which informs and reinforces our life patterns to insure a reflection of the realistic aspirations we have for ourselves and for the world we live in.

Organizations which assisted the Commission in planning this meeting and in presenting a wealth of information and insight included:

ABC Women - West

Actors Equity Committee Regarding Women

American Association of University Women

American Federation of Television and Radio Artists

American Federation of Television and Radio Artists, National Women's Committee

American Women in Radio and Television

California Elected Women

California Association of Latins in Broadcasting

Chicano Coalition in the Media

Directors Guild of America, Women's Committee

Hollywood Women's Press Club

La Comision Feminil Mexicana

Los Angeles Times Women's Editorial Caucus

Los Angeles Women's Coalition for Better Broadcasting

Los Angeles Advertising Women

National Women's Political Caucus

Sacramento Newspaper Guild, Local 92, Women's Committee

Sacramento Women in Media

Screen Actors Guild

Screen Actors Guild, Women's Conference Committee

Women in Communications, Inc.

Women in Film

Women's Lobby, Inc.

Writers Guild of America, Women's Committee

Young Women's Christian Association of Los Angeles

In response to the expert testimony presented to the Commission, the following resolution was proposed relative to the image of women in the media:

RESOLUTION

WHEREAS the importance of the media in our lives today makes it imperative that we address ourselves to how women and minorities are portrayed in radio, television, and newspapers; and

WHEREAS the issues of fair and equitable coverage of the women and minorities in our society is not yet a priority for the industry; and

WHEREAS those stories which do cover women and minorities tend to be shallow, superficial, unrealistic, and replete with stereotypes; and

WHEREAS very few women and minorities occupy positions of influence within the industry where it could be possible for them to directly affect programming; and

WHEREAS the media plays a crucial role in the shaping of role models for the children of our society to emulate; be it therefore

RESOLVED that the Commission on the Status of Women be committed to working with concerned persons both within and outside the media in order to coordinate mutual efforts in the cause of fair and equal treatment and coverage of women and minorities; and be it further

RESOLVED that the testimony presented to the Commission on this issue be printed and made available to the public; and be it further

RESOLVED that copies of this resolution be sent to all statewide newspapers, radio, and television stations.

Getting the Word Out

In fulfilling its mandate from the Legislature to present information on the status of women in California, the Commission has developed materials for use by various media. A weekly column, "A Woman Ought to Know," is printed by more than a hundred California newspapers. Radio tapes for public service announcements have been widely used.

Frequently Commission publications and studies are used as a basis for developing special radio programs, articles, films, and television specials. The Commission is pleased to cooperate in these projects which can accomplish so much in creating public understanding of issues affecting at least half the population of the state.

SOME RESOURCES ON
WOMEN IN THE MEDIA

A. C. Nielsen Company. Nielsen Television '75. Northbrook, Illinois: A. C. Nielsen Company, 1975. Pamphlet available at no charge from A. C. Nielsen Company, Nielsen Plaza, Northbrook, Illinois 60062.

Action for Children's Television (ACT). 46 Austin Street, Newtonville, MA 02160. A pressure group working for good programming. One-year subscription to newsletter is $5.00.

American Association of University Women. The Image of Women in Television. Sacramento,1974. A survey of and report on monitoring local television. Send order to Carolyn Flatt, 27 Greenway Circle, Sacramento, CA 95831, $1.50.

"Barbara Walters--Star of the Morning," Newsweek, May 6, 1974, pp.55-61.

Bernstein, Paula. "Women Rap Media's Messages," New York Daily News, December 10, 1974.

Bird, Caroline. "What's Television Doing for 50.9% of Americans?" TV Guide, February 27, 1971, pp.5-8.

Butler-Paisley, Matilda and William Paisley-Butler, Sexism in the Media: Frameworks for Research. Stanford, CA: Institute for Communication Research, Stanford University, 1974.

Courtney, Alice E. and Thomas W. Whipple. "Women in TV Commercials," Journal of Communication, 24 (1974), pp. 110-118.

Culley, James D. and Rex Bennett. The Status of Women in Mass Media Advertising: An Empirical Study. Newark, DE: The Bureau of Economic and Business Research, College of Business and Economics, University of Delaware, 1975.

DeFleur, Melvin L. "Occupational Roles as Portrayed on Television," Public Opinion Quarterly, 28 (Spring 1964): pp.57-74.

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Downing, Mildred. "Heroine of the Daytime Serial," Journal of Communication, 24 (1974): pp. 130-137

Durham, Leona; Amy Chapman; Cheryl Miller; Debbie Romine; Diane Hypes; Jan Williams; Deborah Bayer; and Susie Sargent. "APME's Guidelines: A Woman's Review," Columbia Journalism Review (May-June), pp. 55-56.

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Faust, Jean. Testimony before the New York City Commission on Human Rights, Women's Roles in Contemporary Society. New York: Avon Books, 1972, pp. 689-690.

Federal Communications Commission. Broadcasting in America: The Performance of Network Affiliates in the Top 50 Markets, Federal Communications Commission Reports, No. 42 (second series). Washington, D.C.--Government Printing Office.

Forsher, T.; G. Jeffries; and M. P. Winston. Los Angeles Television Coverage of Women's Concerns. Santa Monica: Rand Publications, May 1974. Send order to Rand Corporation, 1700 Main Street, Santa Monica, CA 90406, $1.50.

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Gross, Leonard. "Where are the Prime-Time Heroines?" TV Guide, August 11, 1973, pp. 6-11.

Gross, Leonard. "Why Can't A Woman Be More Like A Man?" TV Guide, August 11, 1973, pp. 6ff.

Gutcheon, Beth. "There Isn't Anything Wishy-Washy About Soaps," Ms., August, 1974, p. 42.

Harrington, Stephanie. "Women Get the Short End of the Stick," New York Times, November 18, 1973, Section D, p. 21.

Hennessee, Judith. "Some News is Good News," Ms., July 1974, pp. 25-29.

Hoffman, Ellen. "Women in the Newsroom," Columbia Journalism Review (Winter 1970-1971): pp.53-55.

Kaye, Evelyn. The Family Guide to Children's Television: What to Watch, What to Miss, What to Change and How to Do It. New York: Pantheon, 1975.

Komisar, Lucy. "The Image of Woman in Advertising," in Woman in Sexist Society, ed. Vivian Gornick and Barbara K. Moran. New York: New American Library, 1971.

Komisar, Lucy. "Turning Off the Tube," Ms., August, 1972, pp. 4-8.

Kovacs, Midge. "Out of the Kitchen and Into the Mainstream," Art Direction/The Magazine of Visual Communication, August 1971, p. 21.

Mannes, Marya. "Should Women Only Be Seen and Not Heard?" reprinted from TV Guide in Television, ed. Barry G. Cole. New York: Free Press, 1970.

Martin, Judith. "Washing the Sexism Right Out of Those Ads?" Washington Post, March 28, 1975, p. B1.

McGraw-Hill Book Company. Guidelines for Equal Treatment of the Sexes in McGraw-Hill Book Company Publications. 1221 Avenue of the Americas, New York, 10020.

Media Reports to Women. 3306 Ross Place, N.W., Washington, D.C. 20008. A newsletter for media professionals.

Mills, Kay. "Fighting Sexism on the Airwaves," Journal of Communication, (1974), pp. 130-153.

"More Women's Thinking About Broadcast Legislation: Who Is To Be Heard?" Media Report to Women, September 1, 1974, pp. 6-8.

Ms., 370 Lexington Avenue, New York, NY 10017. Monthly magazine contains reviews of television programs from a feminist perspective.

National Advertising Review Board. Advertising and Women. 850 Third Avenue, New York 10022. A report on advertising portraying or directed to women. Includes recommendations to advertising industry.

National Advertising Review Board. If You Have A Complaint About Advertising... 850 Third Avenue, New York, NY 10022.

"National Black Feminist Organization Lists TV Complaints and Protests 'That's My Mama'," Media Report to Women, December 1, 1974, p. 16.

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Wolfenstein, M. and N. Leites. "The Good Bad Girl," in Mass Culture: The Popular Arts in America, Editor B. Rosenberg and D. M. White. New York: Free Press, 1964.

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THE FUTURE: WHAT REMAINS TO BE DONE?

We live in a time of accelerating change, and nowhere is change more visible than in the role of women in society. Yet in spite of the multitude of conspicuous shifts, at the less visible, more basic level, little has changed at all.

- The Equal Rights Amendment has not yet been ratified. Legal equality will not be finally achieved until this clear statement is part of the Constitution.
- With only a few exceptions women do not hold policy-making positions at any level of government. Fewer women serve in the California Legislature in 1975 than in 1930.
- Women who are responsible for their own support and for that of their children have a median income only half that of other wage earners.
- The majority of women workers are in a few predictable occupations.
- The gap between the earnings of men and women is widening, not narrowing.

Clearly, a great deal remains to be done. Many specific tasks must be undertaken by the Governor, the Legislature, the Commission on the Status of Women, and the citizens of California to move us closer to genuine equality.

We must constantly bear in mind the major issues to be addressed:

- Conformance of California law to the principle of legal equality
- Implementation of laws so that their intent is realized
- Continuance of a process of public education on the requirements and effects of equality
- Participation of women, half the population of California, in all aspects of society

State of California
COMMISSION ON THE STATUS OF WOMEN

Enabling Legislation

Enabling legislation is carried in Chapter 541 of the Statutes of 1971, amending earlier legislation as follows: Chapter 721-69; Chapter 854-67; and Chapter 1378-65.

SECTION 1. There is in the state government the Commission on the Status of Women. The Commission shall consist of 17 members: three Members of the Senate and one public member appointed by the Senate Committee on Rules, three Members of the Assembly and one public member appointed by the Speaker, the Superintendent of Public Instruction, the Chief of the Division of Industrial Welfare in the Department of Industrial Relations, and seven public members appointed by the Governor, with the consent of the Senate.

SECTION 2. (a) Each member of the Commission shall be entitled to receive his actual necessary expenses while on official business of the Commission.

(b) The Commission shall select annually from its membership, a chairman and vice chairman.

SECTION 3. All meetings of the Commission shall be open and public and all persons shall be permitted to attend meetings of the Commission.

SECTION 4. The Commission shall have the powers and authority necessary to carry out the duties imposed upon it by this chapter, including, but not limited to, the following:

(a) To employ such administrative, technical and other personnel as may be necessary for the performance of its powers and duties.

(b) To hold hearings, make and sign any agreements and to do or perform any acts which may be necessary, desirable or proper to carry out the purposes of this chapter.

(c) To cooperate with, and secure the cooperation of, any department, division, board, bureau, commission, or other agency of the state to facilitate it properly to carry out its powers and duties hereunder.

(d) To appoint advisers or advisory committees from time to time when the Commission determines that the experience or expertise of such advisers or advisory committees is needed for projects of the Commission. Section 11009 of the

Government Code is applicable to advisers or advisory committees.

(e) To accept any federal funds granted, by act of Congress or by executive order, for all or any of the purposes of this act.

(f) To accept any gifts, donations, grants, or bequests for all or any of the purposes of this act.

SECTION 5. (a) The Commission shall study the following:

(1) Women's educational and employment problems, needs, and opportunities.

(2) State laws in regard to the civil and political rights of women, including pensions, tax requirements, property rights, marriage and dissolution of marriage provisions, and similar matters.

(3) The effect of social attitudes and pressures and economic considerations in shaping the roles to be assumed by women in the society.

(4) Any laws, practices, or conditions concerning or affecting women which impose special limitations or burdens upon them or upon society or which limit or tend to limit opportunities available to women.

(b) The Commission shall act as an information center on the status of women and women's educational, employment, and other related needs.

(c) The Commission shall recommend, develop, prepare, or coordinate materials, projects, or other activities, and shall give technical and consultative advice to public or private groups or persons concerned with any of the following:

(1) Preventing or minimizing problems brought about by the changing roles and responsibilities of women.

(2) Developing programs to encourage and enable women to be fully contributing members of society.

(d) A prime function of the Commission shall be to encourage women's organizations and other groups to institute local self-help activities designed to meet women's educational, employment, and other related needs. The Commission shall make reports on its activities, findings and recommendations to the Legislature from time to time, but not less often than every odd-numbered year.

SECTION 6. The sum of forty-five thousand five hundred dollars ($45,500) is hereby appropriated from the General Fund to the Commission on the Status of Women to carry out the purposes of this act and Chapter 1378 of the Statutes of 1965.

SECTION 7. This act is an urgency statute necessary for the immediate preservation of the public peace, health, or safety within the meaning of Article IV of the Constitution and shall go into immediate effect. The facts constituting such necessity are:

In order that the important work of the Commission on the Status of Women continue without interruption, it is necessary that this act take effect at the earliest possible date.

State of California
COMMISSION ON THE STATUS OF WOMEN

Chapter 382, 1973

Provides for staggered four-year terms for public members of the Commission on the Status of Women, commencing July 1, 1974.

Vote: majority. Appropriation: no. Fiscal committee: no. State-mandated local program: no.

The people of the State of California do enact as follows:

SECTION 1. Section 2 of Chapter 1378 of the Statutes of 1965 is amended to read:

SECTION 2. There is in the state government the Commission on the Status of Women. The Commission shall consist of 17 members: three Members of the Senate and one public member appointed by the Senate Committee on Rules, three Members of the Assembly and one public member appointed by the Speaker, the Superintendent of Public Instruction, the Chief of the Division of Industrial Welfare in the Department of Industrial Relations, and seven public members appointed by the Governor, with the consent of the Senate. The Members of the Legislature shall serve at the pleasure of the appointing powers.

Public member appointees of the Speaker and the Senate Committee on Rules shall serve four-year terms effective July 1, 1975. The appointing powers may appoint persons holding office at the effective date of the amendment of this section at the 1973-74 Regular Session to serve terms until July 1, 1975. The appointing powers may reappoint a member whose term has expired, and shall immediately fill any

vacancy for the unexpired portion of the term in which it occurs.

After the effective date of the amendment of this section at the 1973-74 Regular Session, four appointees of the Governor shall serve until July 1, 1974, and three appointees shall serve until July 1, 1975. Thereafter appointees of the Governor shall serve four-year terms in the same relative order. The governor may appoint persons holding office at the effective date of the amendment of this section at the 1973-74 Regular Session to serve terms until July 1, 1974, or until July 1, 1975. The Governor may reappoint a member whose term has expired, and shall immediately fill any vacancy for the unexpired portion of the term in which it occurs.

All appointees shall hold office until the appointment of their successors.

The Commissioners

Eugene Chappie, Member of the Assembly

Appointed to the Commission by the Speaker of the Assembly in 1973. Elected to the Assembly in 1964, representing seven Northern California Counties. Rancher and resident of El Dorado County.

Lou Cusanovich, Member of the Senate

First appointed to the Commission by the Senate Rules Committee in 1967. Authored the bill which made the Commission on the Status of Women permanent in 1971. Elected to the Senate in 1966 from Los Angeles; member of the Assembly 1957-66.

Marilyn DeRose, Public Member

Appointed to the Commission by Governor Reagan in 1972. Former Commission Secretary and Chair of the Commission's Finance Committee. President/Manager of M & M Business Services, Inc., and an owner of the M & M Travel Agency in Fullerton.

Beatrice Dolan, Public Member

First appointed to the Commission in 1967 by the Senate Rules Committee. Former Vice-Chair of the Commission and Personnel Committee Chair. Retired Superintendent of the Ventura School for Girls, and currently a college instructor in sociology. Resident of Ventura.

Leona Egeland, Member of the Assembly

Elected to the 24th Assembly District in the California State Legislature in 1974 and appointed to the Commission on the Status of Women in the same year. Currently Vice-Chair to the Assembly Health Committee. Resident of San Jose.

Dorothy Ford, Public Member

First appointed to the Commission by Governor Reagan in 1967. Currently manager of personnel and employee development for Southern Edison Company, with wide experience as a businesswoman, educator and speaker. Serves on the Board of Directors of the Student Loan Marketing Association and the National Council for Manpower Policy.

Gary Hart, Member of the Assembly

Elected to the 35th Assembly District in 1974 and appointed to the Commission on the Status of Women by the Speaker of the Assembly in that same year. Assemblyman Hart is Vice-Chair of the Education Committee and a member of the Health Committee. Resident of Santa Barbara.

Anita Miller, Public Member

Appointed to the Commission by Governor Reagan in 1972, elected Chair the same year, re-elected in 1973 and 1974. National Vice-President of the American Association of University Women. Director of the Equal Rights Amendment Project. Resident of Sacramento.

Dr. Helen Nespor, Representative

Appointed by Dr. Wilson Riles as his official representative to the Commission in 1972. Currently Consultant in Secondary Planning and Program Development,California State Department of Education. Broad experience in education and a specialist in foreign language instruction. Resident of Sacramento.

Carolyn Orona, Public Member

Appointed to the Commission by Governor Reagan in 1973. Currently an occupational therapist in the Martin Luther King Hospital in Watts. Active in La Comision Feminil Mexicana Nacional. Resident of Downey.

Bonnie Parks, Public Member

Appointed to the Commission by Governor Reagan in 1974. Currently an analyst with the California Taxpayers Association. Member of the Advisory Committee to California Highway Patrol Women Traffic Officer Project. Resident of Sacramento.

Ida Porter, Public Member

Appointed to the Commission by Governor Reagan in 1974, elected Vice-Chair of the Commission in 1974. With wide experience as an educator and counselor, currently Rehabilitation Counselor with the State of California Department of Rehabilitation. Resident of Palos Verdes.

James Quillin, Statutory Member

Appointed Chief of the Division of Labor Standards Enforcement by Governor Brown in 1975. Actively involved in community work; currently a member of the California Medical Association Advisory Council and Board of Directors, International Guiding Eyes.

Dr. Wilson Riles, Statutory Member

Elected Superintendent of Public Instruction, State of California, 1970, Chief Executive of nation's largest school system. Early childhood education a major priority. Organized compensatory education program. Many years of professional education experience, as elementary school teacher, administrator.

David Roberti, Member of the Senate

Appointed to the Commission by the Senate Rules Committee in 1975. Elected to the Senate from Los Angeles in 1971; member of the Assembly 1966-71.

Jack Schrade, Member of the Senate

First appointed to the Commission by the Senate Rules Committee in 1967. Elected to the Senate from San Diego County in 1962. Has served as President Pro Tempore of the Senate, and was eight years a member of the Assembly.

Mary Stanley, Public Member

Appointed by Governor Reagan to the Commission in 1974. Serves as the Secretary to the Commission. Founder and President of Zero Foods, Inc.; active in a wide range of activities including being President of the Central California Chapter of the March of Dimes, member of Fresno's Commission on Affirmative Action. Resident of Fresno.

Betty Stephens, Public Member

Appointed to the Commission in 1972 by the Speaker of the Assembly. Deep involvement in civic and political affairs, and organizations which deal with the human problems of society. A special emphasis on the criminal justice field. Resident of Santa Barbara.

Major Publications

California Commission on the Status of Women

California Women: A Report of the California Commission on the Status of Women

Newsletter of the California Commission on the Status of Women (published in English and in Spanish)

ERA Conformance: An Analysis of the California Codes (ERA Project)

A Commentary on the Effects of the Equal Rights Amendment on State Laws and Institutions (ERA Project)

Major California Boards and Commissions: A Selective Listing

Women and Insurance

Effectiveness Training for California City and County Commissions/Committees on the Status of Women (IPA Project)

Child Care Issues for California

A Model Women's Component for an Affirmative Action Program: State and Local Government

What's Your Next Move? Mobility Options for Employees of the State of California (with State Personnel Board)

CETA Action Packet

Counseling California Girls

The Image of Women in the Media

APPENDIX

CALIFORNIA CITY, COUNTY, AND COMMUNITY COMMISSIONS

ON THE STATUS OF WOMEN

County Commissions	Contact
ALAMEDA COUNTY Commission on the Status of Women 401 Broadway, 4th Floor Oakland, CA 95607	Sandra Gaines, Chairperson 415-534-9831 (r) 415-632-4370 Or Kate Quick, Staff 415-874-7807
EL DORADO COUNTY Commission on the Status of Women	Linda Durant 1460 Kanaka Valley Road Rescue, CA 95672 916-933-0853 (r) 916-985-4671 (b)
HUMBOLDT COUNTY Advisory Committee on the Status of Women	Doris Wemmer, Chairperson P.O. Box 441 Fortuna, CA 95540 707-725-3590 (r) Or Leanne Glende, Vice-Chair 2469 Chester Street Eureka, CA 95501 707-443-6233 (r) 707-443-4885 (b) or 707-442-3748
LOS ANGELES COUNTY Commission on the Status of Women Room 383, 500 W. Temple St. Los Angeles, CA 90012 213-974-1431	Judith Detchmendy 30443 Ganado Drive Rancho Palos Verdes, CA 90274
MARIN COUNTY Commission on the Status of Women Room 276, Marin Civic Center San Rafael, CA 94903	Anne H. Charles, Chairperson 33 Terrace Avenue Kentfield, CA 94904 415-454-8352 Or Sheila McEvoy, Staff Human Relations Dept. Civic Center San Rafael, CA 94901 415-479-1100, Ex. 2971

	Contact
MONTEREY COUNTY Commission on the Status of Women P.O. Box 180 Salinas, CA 93901 408-424-8611, Ex. 281	Donna Elder, Chairperson 167 Lorimer Salinas, CA 93901 408-424-7739 (r) 408-758-3801 (b)
ORANGE COUNTY Commission on the Status of Women	Lynn Osen, Chairperson 1091 Castlegate Lane Santa Ana, CA 92705 714-544-4457
SAN BERNARDINO COUNTY Commission on the Status of Women 157 West 5th Street San Bernardino, CA 92415	Merilyn Bonney, Chairperson 755 East Avery San Bernardino, CA 92404 714-886-3547
SAN DIEGO COUNTY Commission on the Status of Women County Administration Bldg. 1600 Pacific Highway San Diego, CA 92101	Ruth Weiss, Secretary 1600 Pacific Highway San Diego, CA 92101 714-236-4765 or Dorothy Migdal, Chairperson 9315 Carmichael Drive La Mesa, CA 92041 714-465-4572
SAN FRANCISCO Commission on the Status of Women (joint city/county) 50 Fell Street San Francisco, CA 94102	Ilse Greer, Chairperson 845 Monterey Blvd. San Francisco, CA 94127 415-665-6464 (b) or 415-587-1757 (r)
SAN LUIS OBISPO Commission on the Status of Women Room 208, #10, County Courthouse San Luis Obispo, CA 93401 805-543-1550	Carol Norton, Chairperson 67 Benton Way San Luis Obispo, CA 93401 805-543-8762
SANTA BARBARA COUNTY Commission on the Status of Women 123 E. Anapamu Street Santa Barbara, CA 93104 805-966-1611, Ex. 329	Mary Kay Wright, Chairperson 1745 Fernald Point Lane Santa Barbara, CA 93108 805-969-1165

	Contact
SANTA CLARA COUNTY Commission on the Status of Women	Rina Rosenberg, Exec. Director 70 West Hedding St., Rm. 408 San Jose, CA 95110 408-299-3131 Or Donna Koelsch, Chairperson 5781 Chandler Court San Jose, CA 95123 408-225-4780
SANTA CRUZ COUNTY Commission on the Status of Women	Suzanne Paizis, Exec. Director County of Santa Cruz 701 Ocean Street Santa Cruz, CA 95606 408-425-2204 Or Millie Carlson, Chairperson 209 Lighthouse Avenue Santa Cruz, CA 95606 408-426-7451
SONOMA COUNTY Commission on the Status of Women	Delphine L. McKenzie, Exec. Director 2403 Professional Dr., Suite 101 Santa Rosa, CA 95401 707-527-2161 Or Anne Springer, Chairperson P.O. Box 139 Bodega, CA 94922 707-876-3211
TULARE COUNTY Commission on the Status of Women 209-732-5511, Ex. 287	Lois Nair, Chairperson 1316 South K Street Tulare, CA 93274 209-686-6735
City Commissions (or committees)	Contact
CONCORD Status of Women Subcommittee	Jody Offer, Chairperson 3725 Barring Drive Concord, CA 94518 415-685-3653

	Contact
LOS ANGELES Human Relations Committee, Status of Women Subcommittee 111 City Hall, 200 N. Spring St. Los Angeles, CA 90012 213-485-4495	Toshiko Yoshida, Chairperson 5156 Sunlight Place Los Angeles, CA 90016 213-931-3780 (b) 213-974-7787 (r)
LOS ANGELES CITY Commission on the Status of Women	Tina Cope, Exec. Secretary Room 1701, City Hall 200 N. Spring Street Los Angeles, CA 90012 213-485-6533 Or Ula Pendleton, President 4157 Marcasel Avenue Los Angeles, CA 90066 213-391-5401
CITY OF SAN DIEGO, Advisory Board on Status of Women	Ruth Skolil, Chairperson 5674 Montezuma Road San Diego, CA 92115 714-582-1683

Community Commissions	Contact
CHICO Area Commission for Women	Harriet Weir, President 325 West Frances Willard Chico, CA 95926 916-342-5680
SACRAMENTO Community Commission for Women 1122 - 17th Street Sacramento, CA 95814	Jean Paolini, President 1900 Bidwell Way Sacramento, CA 95818 916-442-5569 (r) 916-452-3344 (b)
SAN JOAQUIN Community Women's Council	Beverly McCarthy, President 215 West Stadium Drive Stockton, CA 95818 209-478-2011, Ext. 313 (b) 209-463-6957 (r)
TEHAMA COUNTY Commission on the Status of Women	Jeanne Gray, President 141 Dale Avenue Red Bluff, CA 96080 916-527-7369 (r) 916-527-6824 (b)
PLACER COUNTY Council on the Status of Women 916-624-3313	Lola Bower, Chairperson 1401 Rampart Drive Roseville, CA 95678 916-783-5858

Regulatory Agencies

EMPLOYMENT

There are many Federal and State laws which prohibit sex discrimination in terms and conditions of employment. Jurisdiction and regulation has been assigned to various Federal and State agencies. Listed below are brief descriptions of those laws and the agencies responsible for regulation.

Title VII of the Civil Rights Act of 1964
Equal Employment Opportunity Act of 1972 (Amendments to the Civil Rights Act of 1964)

Prohibit discrimination in terms and conditions of employment based on sex as well as race, color, religion or national origin.

File complaints with:

Equal Employment Opportunity Commission
(EEOC)
1390 Market Street
San Francisco, CA 94102
(415) 556-0833

In California, before an EEOC investigation, a complaint must be deferred to the State Fair Employment Practices Commission for 60 days.

Fair Employment Practices Commission
(FEPC)
P. O. Box 603
455 Golden Gate Avenue
San Francisco, CA 94101
(415) 557-2000

Executive Order 11246, as Amended
Revised Order No. 4
Executive Order 11246, as Amended

Prohibit discrimination based on sex as well as on race, national origin, color or religion by Federal contractors or subcontractors who perform work under Federal construction contracts of more than $10,000. The order instructs employers to take affirmative action to ensure nondiscrimination in employment. Revised Order No. 4 issued by the Office of Federal Contract Compliance requires non-construction contractors with 50 or more employees and a contract of $50,000 or more to take affirmative action in increasing participation of underutilized and underrepresented individuals in low-paying and dead-end jobs.

File complaints regarding violation of these Orders with:

Office of Federal Contract Compliance
450 Golden Gate Avenue
San Francisco, CA 94102
(415) 566-3597 or
(415) 556-6017

&

300 N. Los Angeles St.
Los Angeles, CA 90012
(213) 688-4961

Equal Pay Act of 1963
Age Discrimination in Employment Act
Fair Labor Standards Act

The Equal Pay Act prohibits discrimination based on sex in earnings, including overtime pay and most fringe benefits. It also requires equal pay for men and women working in the same establishment performing substantially the same duties, at the same skill level, effort and responsibility.

The Age Discrimination in Employment Act prohibits employers, employment agencies, and labor unions from discriminating on the basis of age against any person between the ages of 40 and 65 in hiring, firing, promotion, or other aspects of employment.

The Fair Labor Standards Act is also known as the Federal Wage and Hour Law. This act sets the minimum wage to be paid to employees and work hours standards for employees in establishments whose gross volume of sales exceeds $250,000 annually. The Fair Labor Standards Act also covers federal, state and local government employees and private household workers, except casual babysitters and companions for the aged and infirm.

These Acts are regulated by:

Wage and Hour Division
U. S. Department of Labor
300 N. Los Angeles Street
Los Angeles, CA 90012
(213) 688-4957

or

760 Market Street
#409 Phelan Building
San Francisco, CA 94102
(415) 556-6815

Consult your local telephone directory for closer area offices listed under "United States Government - Department of Labor."

California State Department of Industrial Relations

The California State Department of Industrial Relations was established to correlate the work of various agencies with the common purpose, "To foster, promote, and develop the welfare of the wage earners of California, improve their working conditions and advance their opportunities for

profitable employment." The Department has the responsibility for jurisdiction and regulation of the State Fair Employment Practices Act, enforcement of state Labor Laws, regulation of Industrial Welfare, and the state's Occupational Health and Safety Administration.

Fair Employment Practices Commission (FEPC) enforces the Fair Employment Practices Act of the State of California. Receives and investigates complaints relating to discrimination on the basis of sex, race, color, religion, and national origin in the areas of employment and housing. The FEPC also receives complaints filed with EEOC as a first step in their investigation process. The headquarters office of FEPC is located at:

455 Golden Gate Avenue
P. O. Box 603
San Francisco, CA 94101
(415) 557-2000

CREDIT

Federal

Fair Credit Reporting Act protects consumers against the circulation of inaccurate or obsolete information and ensures that consumer reporting agencies exercise their responsibilities in a fair and equitable manner to consumers. Informational brochure, "Fair Credit Reporting Act, FTC Buyers Guide No. 7," available upon request, and violations of the Act may be reported to:

Federal Trade Commission
11000 Wilshire Boulevard
West Los Angeles, CA 90024
(213) 824-7575

Fair Credit Opportunity Act prohibits the use of sex or marital status in evaluating the applicant's credit-worthiness. Regulation of the Act is the responsibility of the Federal Trade Commission, the Federal Reserve Board, the Federal Deposit Insurance Corporation, the Comptroller of the Currency and nine other federal agencies. Act governs banks, finance companies, department stores, credit card issuers, and government agencies. Inquiries, problems, and complaints should be directed to:

Consumer Affairs Unit
Federal Reserve Bank of San Francisco
400 Sansome Street
San Francisco, CA 94120
(415) 397-1137

The major pieces of legislation passed in the California Legislature and signed by the Governor in the last several years are also regulated by the federal agencies as well as the Office of the Attorney General, Consumer Complaints. Complaints can be filed by contacting:

Banks	Federal Deposit Insurance Corp. 44 Montgomery Street San Francisco, CA 94104 (415) 556-2736 or 727 W. Seventh Street Los Angeles, CA 90017 (213) 688-2889
Department Stores	Federal Trade Commission 11000 Wilshire Boulevard West Los Angeles, CA 90024 (213) 824-7575
FHA Mortgages	Federal Home Loan Bank Attention: Robert Hartline P. O. Box 7948 San Francisco, CA 94120

Unresolved complaint with a business or for information, call Consumer Complaint and Protection Coordinators, listed in the white pages of the telephone book.

INSURANCE

Complaints and assistance regarding insurance should be filed in writing to the Department of Insurance. Attach information regarding the name and address of the insurance company against which you have a complaint, agent or broker, and a short description of your problem. In addition, necessary documents such as policies, cancelled checks and correspondence, as well as your name and address should also be included. Send information to:

State of California
Department of Insurance
1407 Market Street
San Francisco, CA 94103
or
600 South Commonwealth Avenue
Los Angeles, CA 90005

Check your local telephone directory for local offices.

HOUSING

The Federal Fair Housing Act was amended in 1974 to prohibit discrimination in housing on the basis of sex, in addition to the previously prohibited grounds of race, color, religion and national origin. Complaints should be directed to:

Chief, Housing Section
Civil Rights Division
U. S. Department of Justice
Washington, D.C. 20530

Title VI of the Civil Rights Act of 1968 prohibits discrimination in housing, related facilities, employment and business opportunities.

Housing and Community Development Act of 1974 prohibits discrimination on the basis of sex in extension of mortgage assistance.

Both of the above acts are regulated by:

U. S. Department of Housing
and Urban Development
One Embarcadero Center
San Francisco, CA 94111
(415) 556-3840
or
2500 Wilshire Boulevard
Los Angeles, CA 90057
(213) 688-5951

Unruh Civil Rights Act prohibits discrimination in California generally, and specifically prohibits discrimination in multiple dwelling of three units or more, tract development and real estate brokerage offices.

Rumford Fair Housing Act prohibits discrimination in sale, rental or leasing of housing accommodations both public and private. Both acts are regulated by:

California State Fair Employment
Practices Commission
455 Golden Gate Avenue
San Francisco, CA 94101
(415) 557-2000

Consult white pages of the telephone book under California, State of, Department of Industrial Relations for local listings and offices.

California Legislative Roundtable

American Association of University Women

Association for the Education of Young Children

Black Women Organized for Political Action - Northern Region

California Child Development Administrators Association

California Commission on the Status of Women

California Dietetic Association

California Federation of Business and Professional Women's Clubs

California Federation of Women's Clubs

California Federation of Women's Clubs - Junior Membership

California Home Economics Association

California Human Services Organization

California Women Lawyers Association

Delta Kappa Gamma Society

La Comision Feminil Mexicana Nacional

League of Women Voters of California

National Association of Negro Business and Professional Women

National Organization for Women (California)

National Women's Political Caucus - California

Soroptimist Federation of the Americas - Southwest Region

Venture Clubs of the Americas - Southwest Region

Women's Auxiliary - California Optometric Association

Women's Equity Action League - California Division

Women's Lobby, Inc.

Zonta International - District IX

California Coalition for the
Equal Rights Amendment

All City Employees Association of Los Angeles
American Association of University Women of California
American Civil Liberties Union, Los Angeles and San Francisco
American Federation of Government Employees, Local 3230 (AFL-CIO)
American Jewish Congress
American Women in Radio and Television, Southern California Chapter
Americans for Democratic Action, Southern California Chapter
Association for Women's Active Return to Education
Association of Women in Architecture, Los Angeles

Barristers Club of San Francisco
Belview Community United Presbyterian Church
Black Women Organized for Political Action
B'nai B'rith District Four
Board of Christian Social Concerns - Southern California - Arizona Conference of the United Methodist Church
Business and Professional Women's Clubs, Los Angeles

California Council of Churches
California Council of the National Association of Social Workers
California Democratic Council
California Federation of Women's Clubs
California Home Economist in Business
California Homemakers Association
California Nurses Association
California Welfare Rights Organization
Catholic Human Relations Council of Los Angeles
Church Women United of Southern California and Southern Nevada
Civic Center Women, Los Angeles Chapter
Commit
Common Cause of California
Community Health Workers
Community Unitarian Church, Santa Monica

Delta Kappa Gamma Society, Los Angeles-Sacramento

Fashion Group, Inc.
Federation of Negro Women
First Unitarian Church, Los Angeles
Friends Committee on Legislation
Full Equality for Women

Immaculate Heart College

League of Women Voters of California
Los Angeles Section of the National Council of Jewish Women
Los Angeles County Women's Medical Association

National Association of Media Women, Los Angeles
National Council of Negro Women
National Health and Environmental Law Program
National Organization for Women of California
National Women's Political Caucus - Los Angeles and
San Fernando Valley

Pasadena Chamber of Commerce
Pepperdine University, Women's Association
Personnel Women of Los Angeles
Publicity Club of Los Angeles
Public Relations Society of America, Los Angeles Chapter

Queens Bench, San Francisco Bay Area Lawyers Association

San Gabriel Valley Bar Association
Sigma Delta Chi, Los Angeles Chapter
Sisters Getting Ourselves Together, U. C. Davis
Social Services Union, Local 535 (AFL-CIO)
Soroptimists of California
Screen Actors Guild

Theta Sigma Phis of California

Unitarian Universalist Women's Federation, Pacific
Southwest District
United Auto Workers, Region 6
Urban League

Ventura College & Ventura County Junior College District

Wilshire United Methodist Church, Los Angeles
Women's Civic Improvement Club
Women's Equity Action League, California
Women For
Women's Division, Los Angeles Area Chamber of Commerce
Women Lawyers Association of Los Angeles
Women Peace Officers Association of California
YWCA of Los Angeles
YWCA of Sacramento

Zonta International of Pasadena
Zero Population Growth, Los Angeles Chapter

Resource Organizations

Advocates for Women
564 Market Street, Room 218
San Francisco, CA 94104

American Association of University Women (AAUW)
Marilyn Poluzzi, State President
3229 South Bonita Street
Spring Valley, CA 92007
(714) 466-7664

American Civil Liberties Union (ACLU)
Legislative Office
1220 H Street, Suite 103
Sacramento, CA 95814
(916) 442-1036

Northern California Office
593 Market Street
San Francisco, CA 94105
(415) 433-2750

Southern California Office
633 Shatto Place
Los Angeles, CA 90005
(213) 487-1720

AFL-CIO-California
995 Market Street
San Francisco, CA 94103
(415) 986-3585

Legislative Office
1127-11th Street, Suite 610
Sacramento, CA 95814
(916) 444-3676

American Jewish Congress-Western Region
Women's Division-Southern California
590 North Vermont Avenue
Los Angeles, CA 90004
(213) 663-8047

American Society of Women Accountants
2130 Huntington Drive
South Pasadena, CA 91030
(213) 682-3266

American Women in Radio and T.V., Incorporation
c/o Nielsen and Associates
9952 Santa Monica Boulevard
Beverly Hills, CA 90212
(213) 277-6775

Association of Women in Architecture
Dorothy Gray Harrison, President
2115 Pine Crest Drive
Altadena, CA 91001

Associated Students of the University of California
Student Lobby
926 J Street, Room 216
Sacramento, CA 95814
(916) 442-3827

Associations for Women's Active Return to Education (AWARE) International
5455 Wilshire Boulevard, Suite 702
Los Angeles, CA 90036
(213) 933-8507

California Federation of Business and Professional Women's Clubs (BPW)
609 Sutter Street
San Francisco, CA 94102
(415) 776-0625

California Church Council
Glen A. Holman, Director
Office for State Affairs
1300 N Street
Sacramento, CA 95814
(916) 442-5447

California Legislative Roundtable
925 L Street, Room 265
Sacramento, CA 95814

P. O. Box 1442
Sacramento, CA 95807

California State Chamber of Commerce
455 Capitol Mall
Sacramento, CA 95814
(916) 444-6670

California Congress of Parents and Teachers (PTA)
Legislative Advocates Office
622 N Street
Sacramento, CA 95814
(916) 442-5667

California Democratic Council-Women's Caucus
Northern California Office
45-2nd Street
San Francisco, CA 94105
(415) 546-1984

Southern California Office
5371 Wilshire Boulevard, Suite 217
Los Angeles, CA 90036
(213) 933-7397

California Federation of Women's Clubs
Legislative Office
c/o Mrs. J. Warren Gardner
856 Piccadilly Circle
Sacramento, CA 95825
(916) 446-7755

Children's Lobby-California
Post Office Box 448
Sacramento, CA 95802
(916) 444-7477

California State Employees Association-Women's Caucus
1108 "O" Street, Room 11
Sacramento, CA 95814
(916) 444-8134

California Nurses' Association
Governmental Affairs Office
1127-11th Street; Suite 318
Sacramento, CA 95814
(916) 446-5019

Northern California Office
185 Post Street
San Francisco, CA 94108
(415) 986-2220

Southern California Office
1543 West Olympic Boulevard
Los Angeles, CA 90015
(213) 385-6281

California Teachers Association
Legislative Office-Governmental Relations
1127-11th Street, Suite 450
Sacramento, CA 95814
(916) 442-5895

Administrative Office
1705 Murchison Drive
Burlingame, CA 94010
(415) 697-1400

Clerical and Allied Services Employees (CASE)
711 South Vermont, Suite 103
Los Angeles, CA 90005
(213) 380-2558

Comision Feminil Mexicana Nacional
Chicana Center
4721 East Olympic Boulevard
Los Angeles, CA 90022

Common Cause
Kenneth L. Smith, Western Regional Director
Wendy Jacquet
2152 Union Street
San Francisco, CA 94123
(415) 346-7600 or 921-3440

Delta Kappa Gamma Society (Women Educators)
Administrative Office
2530 J Street, Suite 304
Sacramento, CA 95816
(916) 444-9752

Democratic Party-Women's Division
Shirley Goldinger, State Chairperson
644 Tiger Tail Road
Los Angeles, CA 90049

Federally Employed Women (FEW)
Mary Sebring
Golden State Chapter
517 Freya Way
Pleasant Hill, CA 94525

Friends Committee on Legislation
Forum Building, Room 1037
Sacramento, CA 95814
(916) 443-3734

League of Women Voters of California
Legislative Office
1107-9th Street, Room 1025
Sacramento, CA 95814
(916) 442-7215

Administrative Office
126 Post Street, Room 512
San Francisco, CA 94108
(415) 986-1532

Liaison Committee for Child Care Centers in Higher Education
Sue Brock, Coordinator
University of California
304 Eshelman Hall
Berkeley, CA 94720

National Association for the Advancement of Colored People (NAACP)
West Coast Regional Legislative Office
1025-9th Street, Room 221
Sacramento, CA 95814
(916) 444-9230

Regional Office
995 Market Street
San Francisco, CA 94102
(415) 986-6992

National Association of Negro Business and Professional Women
c/o Henrietta R. Williams
Western District Governor
17116 South Mettler Drive
Carson, CA 90746
(213) 321-1932

National Association of Social Workers (NASW)
927-10th Street, Suite 314
Sacramento, CA 95814
(916) 446-7945

National Council of Jewish Women
Western District
209 Post Street
San Francisco, CA 94108
(415) 781-2081

National Council of Negro Women
1254 Queen Anne Place
Los Angeles, CA 90019
(213) 938-9313

National Organization for Women (NOW)-California
Legislative Committee
P. O. Box 13176
Sacramento, CA 95807
(916) 363-1101

National Secretaries Association International
245 Market Street
San Francisco, CA 94105
(415) 495-0784

Office:
Marjorie M. Childs
375 Woodside Avenue
San Francisco, CA 94127
(415) 731-5740

National Women's Political Caucus
Northern California Office
2082 Union
San Francisco, CA 94123
(415) 922-7200

Southern California Office
1133 Hacienda Place
Los Angeles, CA 90069
(213) 654-0275

Planned Parenthood-World Population
3100 West 8th Street
Los Angeles, CA 90005
(213) 380-9300

Queens Bench
220 Montgomery Street
San Francisco, CA 94104
(415) 392-4461

Republican Women Federated
3837 J Street
Sacramento, CA 95816
(916) 451-6566

Soroptimist Federation of the Americas-Southwest Region
c/o Julie "Bess" Combs, Governor
Post Office Box 651
Antioch, CA 94509

Union Women's Association to Gain Equality (Union WAGE)
Post Office Box 462
Berkeley, CA 94701
(415) 444-8757

Women For
8913 West Olympic Boulevard
Beverly Hills, CA 90211
(213) 657-7411

Women in Communications (formerly Theta Sigma Phi)
1800 North Highland Avenue
Los Angeles, CA 90028
(213) 463-7342

Women in Community Service
Northern California Office
83 McAllister Street
San Francisco, CA 94102
(415) 863-2655

Southern California Office
4802 McKinley Avenue
Los Angeles, CA 90011
(213) 233-2125

Women Peace Officers Association
Margaret J. Morgan, Executive Secretary
Santa Monica Police Department
745-17th Street
Santa Monica, CA 90402

Women's Architectural League
304 South Broadway
Los Angeles, CA 90013
(213) 624-6561

Women's Equity Action League (WEAL)-California Division
State Legislative Office
P. O. Box 4569
Sacramento, CA 95825
(916) 481-2417

Women's International League for Peace and Freedom
50 Oak Street
San Francisco, CA 94102
(415) 863-7146

Women's Job Rights
593 Market Street
San Francisco, CA 94105
(415) 495-0923

Young Women's Christian Association (YWCA)
1122-17th Street
Sacramento, CA 95814
(916) 442-4741

Zonta International-District IX
c/o Catherine Vollmer
5419 State Avenue
Sacramento, CA 95819
(916) 488-5170